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# MADRAS LABOUR GAZETTE

VOL-III NO-1

JAN-1961

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VOL. III NO. 1
JANUARY 1961



ISSUED MONTHLY

BY

THE COMMISSIONER OF LABOUR
& DIRECTOR OF EMPLOYMENT
CHEPAUK — MADRAS 5

Single copy Price: Re. 1 Annual Subscription: Rs. 10

656/93

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THE
MADRAS LABOUR GAZETTE

Vol. III ] JANUARY, 1961 [ No. 1

## ARTICLES

### HUMAN RELATIONS IN INDUSTRY IN BRITAIN

The establishment of good working conditions is assisted by the organisation of employers and workpeople, by arrangements for negotiation and settlement of differences, and by protective legislation and its enforcement. This institutional framework, however, cannot by itself create satisfaction with work and working conditions, nor the mutual trust and co-operation of management and workers, nor that sense of shared effort and achievement which is known as 'team spirit'. Nor will good wages and hours, high standards of safety and health and lavish employee services necessarily bring about these attitudes and responses; their achievement depends rather on the building up of good relations between individuals and between interacting groups within the organisation.

In recent years, therefore, there has been a marked increase of interest in 'human relations' in industry, i. e. relations between management and their workers as individuals, as distinct from relations between organisations of employers and organisations of workers. This has led to more widespread attention being given to all aspects of personnel management and to the establishment of more personnel departments.

Practically all large industrial firms and many small ones now have a personnel department staffed by one or more specialist officers. While the form of organisation of personnel departments varies, the personnel officer is generally responsible for advising all levels of management on every aspect of labour relations. This officer also has particular duties with regard to recruitment, selection, education and training, transfer of labour, the application of wage agreements, the promotion of joint consulation and the supervision of working conditions and employee services.

Both voluntary and offical organisations have been concerned with the promotion of better human relationships in industry. The voluntary organisations include bodies which deal with management problems and provide a service to subscribing firms, professsonal associations linking individuals who have a common interest in particular functions of management and administration, and bodies which provide specialist services, usually on a fee-paying basis.

In 1945, the Ministry of Labour and National Service established a Personnel Management Advisory Service which has done much to promote good personnel management and to assist firms by discussing problems of personnel policy. The service is staffed by a team of experienced personnel officers recruited from industry.

Recruitment and promotion policies are matters which each undertaking decides for itself, although in some industries the decisions may be limited by collective agreements or by trade practices. Great importance has recently been attached to selection; and courses for training personnel officers in modern interviewing techniques, including the use of test procedures, are now well attended. Selection of applicants for jobs is assisted by the Government Employment Services.

Since the end of the second world war, there has been an intensification of the educational and training activities arranged by industry. Short-term training is almost entirely the responsibility of individual firms, but in over 110 sections of industry and commerce, employers and trade unions have agreed on national or regional schemes of apprenticeship and other longterm training. Further expansion and improvement of training facilities have been urged in the report of a sub-committee of the National Joint Advisory Council. This report, published in February 1958 under the title 'Training for Skill' stressed that the increase in the number of young people leaving school in the next few years afforded a great opportunity to increase the supply of skilled workers and technicians, and proposed that a council should be formed by industry to follow up its various recommendations. This led to the establishment, in July 1958, of the Industrial Training Council, composed of respresentatives of the British Employers' Confederation, the Trade Union Congress and the nationalised industries. The Government has announced its intention to make a grant of up to £. 75,000 to the Council to further the appointment of training development officers, provided that industry contributes at least an equivalent amount.

The realisation that the co-operation of workpeople depends largely on their proper understanding of management's aims and plans has focussed attention on the means of conveying information to workers. Methods used include posters, wall information sheets, production charts, displays of photographs, the production of news-sheets and house journals, discussions and lectures, film shows and exhibitions. It is increasingly held, however, that, although these media have their use, it is more important to improve communications down the normal chain of responsibility to workshop level (a matter which depends on personal relations and on the adequacy of supervisor training) and to establish means for joint consulation, such as those provided by a works council.

The range of subjects which works councils can fruitfully discuss is wide and includes hours of work (within the framework of agreements), safety, health, efficiency of production, absenteeism, labour turnover, training, education, recreation, and employees' services generally. Works councils are usually kept informed about the state of trade and production and the firm's prospects, and frequently consider problems resulting from decisions to change production methods. It is the general practice, however, to exclude all questions relating to wages and conditions of employment, and other matters covered by negotiation between organisations of employers and workers.

The Government has assisted these developments by advice on techniques, by the supply of posters, pamphlets, films and other publicity material, and by encouraging and promoting joint consultation. Personnel management advisers of the Ministry of Labour and National Service are often approached by firms seeking advice on the establishment of works councils or on ways in which their activities can be made more effective.



The Government has sought to extend by research the available knowledge of the factors influencing human relations in industry and human efficiency Research units of the Medical Research Council have worked on these problems for many years. In 1948, the Advisory Council on Scientific policy set up a committee on Industrial productivity, one of whose panels was concerned with human relations; this panel was responsible for two major research projects on the problems of joint consultation.

In March 1953, the Department of Scientific and Industrial Research and the Medical Research Council set up two committees concerned with research on the human factor in industry, the Committee on Human Relations in Industry and the Committee on Individual Efficiency in Industry. Finance for the research projects approved by these committees was derived partly from the Exchequer and partly from the counterpart funds of United States Conditional Aid to the United Kingdom.

The Committee on Human Relations approved a number of projects for research into such questions as factors influencing the effectiveness of incentive payment schemes, factors facilitating and restricting the introduction of new techniques and methods in industry, characteristics of management organisation affecting productivity, industrial education, training and promotion, and the problems of the effective employment in industry of special groups such as older persons and married women.

The Committee on Individual Efficiency concerned itself with research into such matters as the influence of equipment design and working tools on operator efficiency, factors affecting the efficient utilisation of industrial engineering techniques, and training methods in industry.

The results of this work are now appearing. The Committees have been disbanded, but the Department of Scientific and Industrial Research has appointed a new Committee on Human Sciences, while units of the Medical Research Council are continuing research into cognate problems.

*(Reproduced from "Britain"—1960 Edition)*

## "A TALE OF TWO FACTORIES".

"Go down to the factory" said the Man from the Ministry; "Go there and see for yourself. The Management will give you all the help they can. Stay there as long as you like. But please find out what is causing this trouble, and what we ought to do about it.

The factory was a medium sized one in the public sector, set up about eight years ago in collaboration with a well known British company to make industrial goods urgently needed for India's Five Year Plans, and high hopes were held of it.

And the trouble? Well, it seemed that the Ministry weren't really satisfied with the cost of the goods produced, but still less were they satisfied with the quantity being turned out. The demand for these articles was very great and pressing, and the factory was only supplying a part of the country's needs, so that the rest still had to be imported. Of course, nobody had expected that the new factory would be competitive straightaway and in the earlier years the low output and high costs had been taken for granted. But it had now been going eight years, and although there had been slight improvements from year to year, its performance was still considered to be well short of the targets set for it.

Some time ago the Ministry had been in touch with the collaborating firm and had obtained details of the production figures regularly being achieved there: output per shift, output per machine, output per man, and so on. These figures had been compared with those being attained in the Indian factory, and it appeared that on average the new plant's performance was about one-third of that of the British factory. At first it was thought that there must be something wrong with the data, so further checks and further comparisons were made, in much greater detail. And now there was no doubt about it-although in some individual instances the outputs from machines in the Indian factory were as much as eighty or ninety per cent of those in the other plant, overall, the performance was indeed about one-third.

"The managing director says it's the workers", said the Man from the Ministry; "He says they don't work the way they should. He thinks what is needed is an incentive scheme, then if the workers know they are going to get a bonus they will come to work on time, work hard throughout the shift, and not take so much time off. But I'm not so sure".

Well, I wasn't so sure either. Incentive schemes can be very useful aids to management, and good things for the workers too, but they can never replace management, and it did sound a bit as though the managing director thought that if he had a scheme, the workers would run the factory for themselves. Anyway, it was no use jumping to conclusions; the only thing was to get down to the factory and take a look.

Now it so happens that I know the factory of the collaborating firm fairly well, and thus I was looking forward to being able to make direct comparisons. The British factory is an old one, which has grown up and extended this way and that way, like so many other British plants, so that now it is bursting its seams, and its layout is by no means ideal. The machines, too, are a mixture; some new ones, some not so new, and some still clanking out their last years while they wait for replacements. But still



the workmanship is good, and the firm has built up a long-standing reputation in a competitive and quality conscious market.

The Indian factory was quite different; a brand new building, spacious, set out in plenty of ground, with a well planned layout. Every machine was the latest and best one of its type, properly installed, adequately maintained, and capable of matching the production of the world's best factories.

So it obviously wasn't the buildings or the machines that were causing the trouble. Nor was it the materials, for over 95% of the materials used were imported, and were of exactly the same quality-and indeed came from the same suppliers as those used abroad. Taken all round, the equipment of production was as sound as could be. The trouble must lie with the men in the case: either the workers or the management.

So I spent a lot of time on the shop floor, watching what went on. In the first half hour I thought I knew the answer, and I certainely knew the biggest difference between the two plants, but I wanted to be sure. Over five days I watched each machine carefully, and the operators going about their work, to see whether there was any lack of skill on the part of the operators, pointing to a need for training. Not a bit of it. I soon became convinced that the men had been properly trained, and knew their jobs and their machines as well as anybody else. I saw them when things went smoothly and I saw then when things went wrong, and in both cases they knew what to do with their machines and how to sort out the difficulties as they arrived. But although they knew perfectly well what to do, they didn't spend a substantial part of each shift actually doing it. Work was slow to start at the beginning, there were numerous hold-ups for one reason or another during the day, and work ended long before the shift finished.

Now I well remembered the last time I had visited the British plant. I walked on to the shop floor, and within a couple of minutes the foreman of the section where I had entered came up to enquire my business. There was one of these foremen in every shop, and below them chargehands for each group of six to fourteen workmen. The supervisors had been workmen themselves in earlier years and had been promoted from the shop floor in most instances. They were in their sections before their shifts started each day, and they remained there most of the day, either on their feet or in their offices which were sited in their sections. If they had to go out of their shops, they left word where they were going. Each of them knew his men and his machines intimately; he knew the shades of skill and dependability among his men; he knew which machines needed nursing; he knew which operations were tricky and needed special handling; he knew where close tolerances and high quality workmanship were important and where they were not so critical. Each was king of his own section, responsible to senior management for getting the materials, drawings, tools and equipment into the section, and the right quantity of the right quality work out of it. When I enquired at eleven o'clock the foreman could tell me how much had been produced in his section upto the tea break that morning, how much the day before, and why last week he fell a little short of target.

Here was the biggest contrast with the Indian factory. I knew there were supervisors for the various sections, because I had examined the payroll before going into the works. But I'd been three days on the shop floor before I actually saw one, and then only because I sought him out to enquire about burnt out bulbs and piles of semi-finished work which had remained un-changed throughout this time. I found the supervisors in an office remote from the shop floor, where they said they had quite a bit of paper-work to do, but were nonetheless ready to receive any worker who cared to come up to discuss his difficulties. For the most part, the supervisors were young engineering graduates, fresh from college, with a more than adequate understanding of the theory and engineering principles associated with the products the factory was making, but no actual experience of making them. There seemed to be quite a high turnover of supervisors, as these young men regarded the job as but a stepping stone to better things, and consequently few of them came to know their workers at all well. When I enquired about output the senior man said he didn't know. but he thought that the figurrs for the month before last were in a drawer in his desk somewhere.

Down on the shop floor I had seen how the men took their time over getting going at the start of the shift, and how, when they ran out of materials for their machines (which happened in some instances about every half hour) they went off themselves to the stores to get more, there to stand in a queue until the storekeeper managed to sort out the things they needed from the jumbled heaps that were his store. When snags arose the operator sometimes dealt with them himself, sometimes called on his neighbours to down tools and help him, and sometimes sent for the maintenance men or engineers and sat down to await their coming. When work came off his machine he carried it to the nearest vacant space on the floor and put it down and there weren't many vacant spaces. It was small wonder indeed that the workers were engaged on productive work for somewhat less than half of the shift, or that they had little compunction about leaving their machines for lengthy chats with their fellows.

No doubt this particular instance was an extreme one, but it is by no means unique. I have seen something of the same sort in any other Indian factory, and particularly (let it be said softly) in factories in the public sector. The foreman or supervisor level of management, the lowest level, the one most directly in touch with production is frequently neglected, sometimes almost non-existent, and always much weaker than in the factories of the more highly developed industrial countries. And it is this one factor which more than any other is responsible for lower output, higher cost, and generally less satisfactory performance of many industrial units.

Quite recently, in a seminar on Management Accounting held in New Delhi, the working papers for the session on Management Structure included a statement that the foreman or supervisory level is not generally considered in India to be part of management. This I think is probably true: and it is also a great pity, for it points to one of the major management weaknesses in the manufacturing area of industry. When one visits factories and goes through the production departments, as I do frequently, one is often steered gently away from the foreman as being ill-educated fellows, or otherwise of little account in the scheme of things. This I suggest is all wrong: for those who have had experience of managing successful manufacturing enterprises know beyond the possibillty of contradiction that the foremen are indeed a part of the management structure, and a very important part too. Without them the enterprise would not be nearly so successful. Who can run an army without NCOs.?

In the olden days in Indian industry the jobber carried out many of the functions of the western-style foreman. He knew his men well, he controlled them, and was held responsible by the management in greater or lesser degree for their performanance. But the system which relied on jobbers had many pernicious and improper features which out-weighed its usefulness in other directions, so that it is now frowned upon, and is, quite rightly, fast disappearing. Unfortunately, getting rid of the jobber has sometimes been a bit like throwing the baby away with the bathwater: the good features have gone with the bad. Now there is all too often a vacum where there ought to be a supervisor. No Senior manager however competent or enthusiastic he may be, can function as the supervisor should, for if output is to be high and costs low, each smallish group of workers will provide work and enough for a foreman, and no senior manager can give his men this close attention. Nor will an incentive scheme fill the gap.



It may well be that the concept of the foreman or supervisor as applied in western industries will not fit well into the Indian industrial structure, and should not be grafted without change on to the indigenous management structure. This has been the case in Japan, and in one or two other less developed countries, and these peoples have developed their own ways of ensuring that the essential management functions required of the first line supervisor are satisfactorily discharged. Some such development is long overdue in India, for assuredly until a means is found to supply the close attention, assistance and control of workers which is practised in the major industrial countries, and moreover a means which permits the supervisor-or whatever he is called-to deserve and enjoy the respect both of the workers and of top management, production will languish. This is indeed a management problem. It is also one of the Keys to Productivity.

*(Article contributed by R. L. Mitchell, International Labour Expert attached to the National Productivity Council to 'Productivity' October-November 1960 and reproduced by the courtesy of the National Productivity Council of India.)*

## INDUSTRIAL SAFETY.

### 1. Explosion while dropping a cupola bottom.

An explosion occurred in a foundry immediatly after a cupola bottom was dropped, and as a result five workers received burn injuries.

On the day of occurrence, it was noticed that a portion of the cupola shell had become red hot. This was evidently due to erosion of the lining. The proper thing to do in such a case would have been to shut off the air blast immediately, drain out molten metal and drop the cupola bottom. This, however, was not done. The red hot part of the shell was cooled by throwing mud and water over it, and operation of the cupola was continued for about 1½ hours. As the ground beneath the cupola was not so constructed as to prevent accumulation, a pool of water collected immediately below the cupola bottom. There was, therefore, an explosion when the cupola bottom was dropped over this pool of water.

*Preventive Measures:*

(1) When a cupola is re-lined, a sufficient clearance should be left between the lining and the shell to allow for expansion, and the space should be filled with dry sand to serve as a cushion for protection of the shell.

(2) The lining of a cupola should be inspected after every shut down and necessary repairs must be carried out.

(3) When charging is stopped, the resistance to the air blast diminishes as the depth of charge decreases. This results in an increase in the volume of air entering the cupola. Not only does this have a bad effect on the metal but it is likely to cause severe erosion of the lining. The volume of air passing into the cupola should, therefore, be reduced towards the end of the melt.

(4) Floors beneath and immediately surrounding cupola should slope and drain away from the base, and should be kept free from pools of water in order to prevent explosion hazard when dropping the cupola bottom.

(5) Before cupola bottom is dropped, warnings should be given and all persons should be instructed to remain at a sufficient distance from cupola.

(Information sent by the Chief Inspector of Factories, West Bengal).

### 2. Explosion during repair of Petrol Tank

It was found at the time of filling a petrol tank of a truck that it had developed a leak. It was decided by the Charge-hand concerned to repair the leak by welding. The tank was emptied, removed from the truck, and was taken straight to a worker who was asked to weld it. Very shortly after the commencement of welding, the tank burst and five workers were injured. It is apparent that the explosion was due to the ignition of air and petrol vapour mixture by the heat of the welding operation.

Explosions have occured when the material in a vessel has been of a less volatile nature than petrol, e.g., paraffin, linseed oil, diesel oil etc., and



thorough cleaning of such vessels before repair work, etc., involving the application of a heat shall be regarded as essential. In this connection, it may be pointed out that Section 37 (4) of the Factories Act, 1948, requires that "No plant, tank or vessel which contains or has contained any explosive or inflammable substance shall be subjected in any factory to any welding, brazing, soldering or cutting operation which involves the application of heat unless adequate measures have first been taken to remove such substance and any fumes arising therefrom or to render such substance and fumes non-explosive or non-inflammable, and no such substance shall be allowed to enter such plant, tank or vessel after any such operation until the metal has been cooled sufficiently to prevent any risk of igniting the substance".

*Preventive Measures:*

(a) Cleansing of such vessels may be done either by steaming or by boiling.

Steaming.— The filler cap and drain plug should be removed and the vessel should be placed in such a position that condensed steam may drain away readily. Low pressure steam should then be admitted into the vessel.

Boiling — After removing the filler cap and the drain plug, the vessel should be completely immersed in boiling water. It would be advisable to use water containing an alkaline degreasing agent that would not corrode the vessel. The vessel should be thoroughly boiled by continuing the heating of the water or the alkaline solution while the vessel is immersed in it.

The period for which steaming or boiling should be carried out will depend on the size and construction of the vessel, and the amount of contamination. Steaming or boiling should be followed by scavenging the inside of the tank with air from a compressor or from a hand or foot pump.

(b) An alternative method is to render the inflammable material non-explosive and non-inflammable by replacing the air in the vessel during the whole time the work (welding, cutting, etc.) is going on by some inert gas.

(c) Workers should be instructed regarding the hazard involved and the precautions to be taken. Supervision should ensure that the instructions are obeyed.

(Information sent by the Chief Inspector of Factories, West Bengal).

### 3. Fatal Accident in a Cement Works

A gang of about 25 workers were engaged on the work of reclaiming clinkers in the yard of a cement works. In the yard, a 5-ton overhead travelling crane was also operating for carrying limestone, clay, clinker, etc. The crane was working on a gantry about 50 ft. high and 70 ft. wide. The materials were handled by means of a grab operated from the crane driver's cabin. After working for some time, the driver wanted to come down. He, therefore, emptied the grab and hoisted it to the top position without closing the grab and then moved the crane to a platform where he was to alight. It was this area, where the workers were working on reclaiming of clinkers. As the crane approached the platform, the grab swung a little and struck against a column of the gantry. Due to the impact, a lump of clay which was sticking on the inside of the grab got dislodged and fell down over the head of one of the workers who received serious injuries. He succumbed to the injuries two days later.

Since the clay handled was sticky, there was every likelihood of its sticking inside the grab. Hence the crane should not have been operated with grab in hoisted position in a place where the workers were working below.

(Information sent by the Chief Inspector of Factories, Andhra Pradesh).

### 4. Fall in a Dyeing tank

In a textile mill, a worker was trying to pull out by means of a hooked rod a spray head which had fallen down in the dyeing tank. He was standing in a passage in between the dye tank and the dyeing tank. The height of the walls of the dye tank as well as the dyeing tank was 2 ft. from the floor of the passage. While pulling out the spray head, the rod he was holding slipped and he toppled over and fell down in the dye tank behind him. As the tank contained a liquor dye at boiling temperature, he was scalded all over his body and died subsequently.

The accident shows how necessary it is that all tanks pits or openings shall be either securely covered or securely fenced as required under Section 33 of the Factories Act, 1948. It may be mentioned that the fencing should be at least 3 feet high.

(Information sent by the Chief Inspector of Factories, Delhi).

*(Reproduced from Industrial Safety & Health Bulletin — October, December-1960)*

# REPORT

## SECOND AGRICULTURAL LABOUR ENQUIRY 1956-57.

### 1. Object and methods

1. 1 One of the main objects of the Second Agricultural Labour Enquiry was to find out the extent to which agricultural labourers have benefited by development schemes implemented under the First Plan. The Second Enquiry (1956-57) covered about 3,600 sample villages in the 14 re-organised States and 4 Union Territories. The number of households covered was about 28560. A little more than 1/3 of the sample villages happended to be located in Community Project Areas. The estimates for Community Project Areas were not based on any prior stratification of rural areas into Community Project Areas and other than Community Projct Areas, but as desired by the Planning Commission the estimates for sample villages which happened to fall in the two categories of areas have been presented separately. The period of the Second enquiry was 12 months, cmmencing from August 1956 and ending with September 1957.

1.2 The main object was thus comparison of data of the First Enquiry (1950-51) with the data of the Second Enquiry (1956-57). For comparability the First Enquiry data had to be re-tabulated with a suitable weighting process in view of reorganisation of certain States in 1956.

1. 3. There was some difference in the design of the two enquires and in their conduct. The First Enquiry was conducted in a fixed set of 800 villages for a period of 12 months and data on wages, employment and family budgets were collected monthly. Annual estimates were built upon the basis of the monthly data. The field enquiry was conducted by the staff recruited and trained by Ministry of Labour. Tabulation of data was done by the Army Statistical Organisation. Thus the Ministry of Labour was closely associated with the different phases of the First Enquiry, namely, preparation of schedules, concepts and definitions and conduct of the pilot survey, scrutiny and coding of schedules and preparation of tables after processing of data by the Army Statistical Organisation, and preparation of reports.

1. 4 In the Second Enquiry the questionnaires, concepts and defintions, and instructions to field staff were finalised by a Working Party consisting of representatives of the Central Statistical Organisation. National Sample Survey Directorate, the Indian Statistical Institute, and Ministry of Labour and Employment. The tabulation programme was also laid down by them.

1. 41 The field enquiry was conducted by the National Sample Survey Directorate, and the Enquiry was integrated with the 11th and 12th rounds of the National Sample Survey. Tabulation of data was done by the I. S. I. and report writing was done by the Ministry of Labour and Employment.

1. 42 While in the First Enquiry the sample villages were fixed, in the Second Enquiry, they formed a moving set of villages staggered evenly over a period of 12 months.

## 2. Agrarian background.

2.1 About one-half of the the Indian population live on less than one-quarter of the land in certain high density regions as per 1951 Census.

2.2. The proporation of total population dependent on agriculture in 1951 was 69% as compared with 71. 7% in 1921. Thus the proportion of the population dependent on agriculture by and large remained stationary.

2.3 The net sown area had increased during the period 1950-51 to 1956-57 by 29 million acres. The net sown area was 44. 7% of the total area during 1956-57 for All India. About 17.3% of the total net sown area was irrigated. The double cropped area-constituted about 14. 2.% of the net sown area.

2.4. The size of the operational holding had, decreased from 7. 5. acres in 1950-51 to 5. 70 acres during 1954-55.

2.5. Agricultural production recorded marked improvement over the first plan period. In 1956-57 production of food-grains stood at 68.7 million tons which was about 18. 7 million tons above the 1950-51 production level. During the period under review, peak levels of produclion were attained in two years, namely, 1953-54 and 1956-57, the production being about 68.7 million tons in both the years.

2.61 Agricultural prices have had a chequered course. In 1950-51, prices of cereals were 42% higher than the prewar level. This was due to serious food shortage, impact of Korean war boom and increase in money supply. With a view to meeting food deficits and inflationary pressures, compulsory procurement, rationing and price controls were introduced.

2.62 As a result of improvement in world production of wheat and rice, better crop conditions in the country, cease-fire in Korea, adoption by Government of India of appropriate monetary measures like increase in the Bank Rate from 3% to 3½% etc., the prices of cereals declined. Agricultural production also recorded some improvement. There was a certain amount of stability in 1952-53.

2-63 The year 1953-54 witnessed a recession. The price index of cereals that stood at 108 in July 1953 declined to 82 in June 1954 and continued so throughout the year. The price decline was greater in agriculture than in industry. This was mostly due to an unprecedented increase in production during 1953-54.

2.64 The investment programme of the Government which was increased to Rs. 667 crores in 1955-56 as against Rs. 343 crores in 1953-54, progressive decontrols, cutting down of food imports, limited price support for rice, wheat and jowar etc., arrested downward trend of prices. The measures were also instrumental in increasing the price levels later.

2.65 There was a fall in total cereal production from 56.1 million tons in 1954-55 to 54.5 million tons in 1955-56 on account of climatic factors. This led to further increase in prices. The general level of prices went up by 13.2% during 1956 mainly due to rise in agricultural prices.

2.66 Though crop production was good in 1956-57 commodity prices continued to rise. The factors responsible for price rise were Suez Blockade, restricted import policy of the Government and imposition of excise duty on cotton piece goods etc.



2.67 Thus the important aspects of price behaviour between 1950 and 1957 were a fall of 17.6% in the general price index between mid 1953 and 1955 followed by a rise 23.4% till 1957.

2.68 It was not so much the high levels of commodity prices as their chequered course that led to instability in the incomes of primary producers, their production costs, and living costs and quanta of employment available in the agricultural sector.

## 3. Land Reforms

3.1 The land reforms measures which were introduced in certain States even before the First Plan, were accelerated during the plan period. Intermediary tenures were abolished and interests were sought to be safeguarded by suitable tenancy laws in different states.

3.2 Ceilings on land holding, in so far as future acquisition is concerned, were imposed in States like Assam, Bombay, Andhra Pradesh, Mysore, Jammu and Kashmir, Punjab, Uttar Pradesh, West Bengal, Madhya Pradesh, Rajasthan and Delhi.

## 4. Occupational Structure of agricultural Labour Households.

4.1 An agricultural labour household was defined in the Second Enquiry as one for which agricultural wage earnings constituted the major source of income. The definition of agricultural labour family in the First Enquiry (1950-51) was somewhat different, emphasising as it did the employment aspect. The two definitions were found in effect to be practically the same since a major portion of income was derived only from agricultural wage employment during both the Enquiries.

4.2 Agricultural labour households were further classified according to their employment and landed status. There were thus casual labour households and attached labour households, with land and without land: If major part of income of household was derived from earnings of attached workers it was classified as an attached labour household and if such income was derived from earning of casual labourers it was deemed to be a casual labour household.

4.3 There was an increase in the number of rural house-holds from 58.9 million in 1950-51 to 66.6 million in 1956-57. This increase by about 8 million during the period under review was due to (i) population increase and the general tendency for the gradual break-up of the joint family system, (ii) other factors at work like abolition of intermediary rights in land, fixation of ceilings on land holdings or even fear of fixation of such ceilings and/attempt to evade tax laws relating to agricultural incomes and estate duties and (iii) influx of refugees and their settlement on reclaimed land.

4.4 As regards agricultural labour households, their estimated number was 16. 3 millons in 1956-57 as against 17. 9 million in 1950-51. There was a fall of 1.6 million. This reduction might have been brought about by reduction in the size of holdings due to sub-division over the period under review. When the size of holding is uneconomic, the natural tendency will be to economise on hired labour charges by substitution of family labour on the farm to the extent possible. As for individual States, the position was almost stationary in Madhya Pradesh, Bihar, West Bengal, Bombay, Rajasthan and Punjab between 1950-51 and 1956-57. In Uttar Pradesh and Assam, some increase was recorded. But in the States of Orissa, Andrha Pradesh, Madras, Mysore and Kerala there was a marked fall.

4. 5 Agricultural labour households were concentrated more in Andhra Pradesh, Madras, Kerala, Bihar, West Bengal, Orissa and Assam States both in 1950-51 and 1956-57.

**Agricultural Labour Households with land and without Land.**

4. 6 The landless agricultural labour households formed 57 percent of the total in 1956-57 as aginst 59 percent in 1950-51. The proportion of landless households was relatively high in Punjab, Bombay, Andhra Pradesh, Mysore, West Bengal, Assam, Madras and Rajasthan among the different States in 1956-57. As compared with 1950-51 the rise in the proportion of landless households was marked in Mysore, Madras, Andhra Pradesh and West Bengal.

4. 7 A large proportion of households with land were found among casual labour households in 1956-57 in almost all states except Assam.

4. 8. The general trend thus showed that a large proportion of agricultural labour households (57 percent) were landless. Among families that had land, a large proportion in almost all the States were casual labour households. In spite of land that some of these households had, they earned a major part of their income only from agricultural wages and as such were classified as agricultural labour households. Evidently some earners of these households were small tenants holding bits of land on lease. It is also possible that some who were landless labourers in the casual labour households acquired land as a result of settllement of landless labour on reclaimed land, distribution of poramboke land to the landless, grant of Bhoodan land and acquisition of land as a result of abolition of intermediary tenures.

**Casual and attached Agricultural Labour Households.**

4. 9 According to the 1950-51 Enquiry, the proportion of attached and casual agricultural labour households was 10 : 90. The results of the 1956-57 Enquiry showed that attached labour households accounted for about 27 percent of the total for all-India, the remainder being casual labour households. At State levels the proportion of attached labour households was considerably higher than what it was in 1950-51 in Uttar Pradesh, Madya Pradesh, Bihar, West Bengal, Assam, Madras, Kerala and Mysore.

4.10 The increase in the percentage of attached labour households from 10 per cent in 1950-51 to 27 per cent in 1956-57 of the total agricultural labour households might, to some extent be due to resumption of personal estates for direct cultivation by the erstwhile intermediaries like Zamindars, Jagirdars, Talukdars, ect., in the differant States. Most of the States in which the proportion of attached labour households had shown marked increase over the position obtaining in 1950-51, were States in which intermediary tenures prevailed on a large scale. Moreover, the enactment of tenancy laws which provided for conferment of occupancy rights and prohibited arbitrary eviction of tenants also led, in different States, to resumption by big landholders of lands previously leased out by them to share croppers (whether they were deemed as tenants or farm hands) for personal cultivation with the help of farm hands, who could be deemed only as wage-paid labour and not as tenants.



**5. Size and earning strength of Households.**

5. 1 The average size of the agricultural labour house-hold was 4. 40 in 1956-57 as against 4.30 in 1950-51. The average number of wage earners was 2.03 per household, comprising 1. 13 men, 0. 74 women and 0. 16 children at the all India level. The corresponding figures for 1950-51 were 2. 0 wage earners made up of 1 . 1 men, 0. 8 women and 0. 1 children. The slight increase in the earning strength during 1956-57 would appear to be due to more children having come on the labour market in 1956-57.

**6. Employment and unemployment**

6. 1 Casual adult male workers were employed on an average for wages for 200 days in 1950-51 and for 197 days during 1956-57. They were self-employed for 75 days in 1950-51 and for 40 days in 1956-57. (These figures are for All-India.

6 .2 At State level average wage employment of casual male workers during 1956-57 was more than what it was in 1950-51 in Andhra Pradesh, Assam, Bihar, Bombay, Mysore, Punjab and Rajasthan and in other States it was less.

6. 3. Casual adult female workers were employed for wages for 134 days during 1950-51 and for 141 days during 1956-57, at All -India level. At State level too, the quantum of wage paid employment was higher in 1956-57 than in 1950-51 in all the States except Kerala, Madras Orissa, Uttar Pradesh and West Bengal.

6 . 4 Women were self-employed during 1956-57 for 27 days on an average. No self-employment figure for women is available for 1950-51.

6.5 As regards children, their wage employment had increased from 165 days in 1950-51 to 204 days in 1956-57 for All-India. There was a similar increase over the 1950-51 position in all the other States except Uttar Pradesh, Orissa and Rajasthan.

6.6 In comparing the employment data between 1950-51 and 1956-57, certain procedural differences in the collection of data in the two Enquiries have to be taken into account. They are briefly mentioned below.

6.7 In the First Enquiry (1950-51) employment data was collected in respect of wage earners of the sample household every month for a period of 12 months and thereafter annual estimates of employment and unemployment were built up. In the Second Enquiry the employment data related to earners of sample households of moving sets of village which changed from month to month for a period of 12 months. Moreover, the reference period in the Second Enquiry was only one week preceding the date of the Enquiry.

6.8 Measurement of employment was not meticulously done in the First Enquiry (1950-51). Wage employment for half the day or more was counted as full days' occupation and less than that was ignored, All those who worked even for a day in month were taken to have been gainfully employed. In respect of unemployment, data was collected only for those adult male labourers who reported wage employment in each month. Thus for those of the labourers, about 14 per cent on an average in each month druing the year, who did not report wage paid employment, it was assumed that they were self-employed for half the period.

6.9 In the Second Enquiry (1956-57) the intensity with which the activity pattern. major, or minor was followed was also taken into account. For this purpose three intensity classes were laid down, namely, full, half, nominal and nil. A "full" day's work meant three-fourth or more of the normal working hours i.e. 10 hours per day. More than one-fourth and less than three-fourth of the normal hours was considered as work with "half" intensity. less than one fourth was deemed as "nominal" work with one-eight intensity and 'nil' intensity signified no work done during the reference period. In the tabulation of employment data the intensities were duly taken into account.

6.10 It may thus be seen that collection of employment data during the First Enquiry was less precise than in the Second Enquiry. Self-employment data was not collected separately in the First Enquiry but was only of an inferential nature as the residual days left after deduction of wage-employment and unemployment from 365 days were taken to represent the quantum of self-employment. Unemployment data was collected only for wage paid male earners. Employment data was not collected according to intensities. For these resons the First Enquiry data in this respect were estimates which were rather on the high side.

## 7. Wages

7.1 About 76 per cent of the average income of agricultural labour households was derived from wage employment during 1950-51 and 81 per cent of it during 1956-57.

As regards modes of wage payment, 56 per cent of the mandays worked were paid for in cash in 1950-51 and 48.7 per cent of 1956-57. Payments made entirely in kind accounted for 31.3 per cent in 1950-51 and 40.5 per cent in 1956-57. Wage payments made partly in kind and partly in cash related to 9.8 per cent of the total mandays worked in the First Enquiry and to 10.8 per cent in the Second Enquiry. The probable reasons for wider prevalence of pay ments in kind during the Second Enquiry are are briefly as follows :—

(i) Acute food shortage duriug 1950-51 when production index for ali *foodgrains decline to* 90.5 (base 194-50 = 100), country-wide procurement and rationing to relieve inflationary pressures. In view of shortage of foodgrains, high prices and easy money, the general tendency among employers was to pay wages in cash only. Hence kind payments were relatively lesser in proportion than in 1956-57.

(ii) During 1956-57 production of foodgrains was at its peak for the period under review, namely, 68.7 million tons. The general paucity of cash resources with the farmers and the tendency to wait for better prices were responsible for wage payments to be made in kind on a larger scale during 1956-57.

### Average daily wages.

7.2 The average daily wage rate of an *adult male* worker was 109 nP. in 1950-51 and 96 nP. in 1956-57 for All India. There was a drop in wages in most of the States with the exception of Orissa, Kerala and Punjab.



7.3 The average daily wage -rate of ***adult women*** was 68 NP in 1950-51 and 59 nP in 1956-57. Wages showed a decline in 1956-57 in all States except Orissa.

7.4 **Child labour** received an avarage wage of 70 nP in 1950-51 and 53 nP in 1956-57. The average wage had declined in all States.

7.5 In comparing the average wage-rates of the Second Enquiry (1956-57) with those of the First Enquiry, the following factors have to be taken into consideration.

(i) Difference in computation procedure for payments in kind as between the First and Second Enquiry, and *the relative importance of* payments in kind at both the two points of time. In the First Enquiry only 31.3 percent of the mandays were paid for in kind while in the Second Enquiry the corresponding percentage was 40.5 The cash computation for payments in kind was done at rural retail prices in the First Enquiry (1950-51) and at wholesale prices in the Second Enquiry (1956-57). In view of this difference in procedure the relative fall during 1956-57 might be *apparent* and not real to some extent.

(ii) In view of inflationary pressures, shortage of foodgrains and the prevalance of procurement and rationing during the First Enquiry (1950-51) the retail prices at which payments in kind were evaluated might be black-market prices and as such the wage rates themselves were rather inflated due to this factor.

(iii) The fall in wage rates in certain States like Uttar Pradesh, Assam, Bihar, West Bengal, Rajasthan and Bombay was presumably due to local cause, like natural calamities like floods, drought (Rajasthan), insect pests, etc., which damaged the crops during 1956-57, though by and large the monsoon conditions were satisfactory for agricultural production.

7.6 Wages for ploughing, transplanting and harvesting were generally higher than for *other operations* both in *1950-51* and *1956-57*.

7.7. A comparative study of agricultural wages for men and women, casual labourers and the employment available to them during 1950-51 and 1956-57 shows that at the all India level, the quantum of employment in the agricultural sector for casual men workers remained the same at 167 days during 1950-51 and 1956-57 while the agricultural wage had declined from 109 nP to 96 nP per day. In the non-agricultural sector the quantum of employment available to men was less only by three days, being 33 in 1950-51 and 30 in 1956-57 while the wages showed a decrease from 108 to 107 nP only.

7.8 As regards *women workers*, agricultural wage employment showed an increase from 120 days in 1950-51 to 131 days in 1956-57 and the average wage for agricultural operations had declined from 68 nP to 59 nP per day. Wage employment available to women in non-agricultural work, which was meagre in itself had shown a fall from 14 days in 1950-51 to 10 days in 1956-57 but the corresponding average wage showed a slight increase from 61 nP to 62 nP per day.

7. 9 **The employment and wage trends showed marked variation at State levels.**

7. 10 The total wage-bill in agriculture is estimated on the basis of avarage annual income per household accruing from wage employment in agriculture. The estimated total number of agricultural labour households in the country during 1956-57 was 16. 3 millions and the estimated wage-bill in agriculture for the total numbers for agricultural labour households worked out to roughly Rs. 520 crores as against Rs. 500 crores in 1950-51. The increase was mainly due to the proportion of attached labour households being considerably higher (about 27 per cent) in 1956-57 as compared with 1950-51 (about 10 per cent) and the average annual income per attached labour household as also of all households taken together from agricultural wage employment in 1956-57 being higher than in 1950-51.

### 8. Household income

8. 1 The main sources of income of agricultural labour families (in the current account) were (a) cultivation of land (b) agricultural labour (c) non-agricultural labour and (d) other sources like occupations other than farming. The average annual income of an agricultural labour household in 1950-51 was Rs. 447 while in 1956-57 it was Rs. 437 for All India. In West Bengal, Assam, Bombay, Mysore and Punjab the average income per household was more than the All-India average. Compared with the position in 1950-51 the average house-hold income was higher in 1956-57 in West Bengal, Assam Andhra Pradesh (according to the recompiled 1950-51, data in the light of re-organisation of States) Madras, Bombay, Mysore, and Punjab.

8. 2 The average income realised from different sources during the first and Second Enquiries by agricultural labour households, and their percentages to the total income are shown in the following statement for all India.

| Sources of income | 1950-51 | 1956-57 |
|---|---|---|
| 1. Cultivation of land | 59.9 | 30.07 |
| | (13.4) | (6.87) |
| 2. Agricultural labour. | 286 97 | 319.55 |
| | (64.2) | (73.04) |
| 3. Non-agricultural labour. | 53.19 | 34.94 |
| | (11.9) | (7.99) |
| 4. Others. | 46.94 | 52.91 |
| | (10.5) | (12.10) |

Figures in brackets are percentages to total incomes from all sources.

8. 3 It is evident from the above statement that income from farming and non-agicultural labour had declined during 1956-57 for all India. Income from agricultural wages had increased.

8. 4 At State levels, income from farming had declined in all States except West Bengal and Kerala. This lower income from farming was due to strict delimitation of agricultural labour families during the Second Enquiry (1956-57) on the basis of bulk of income from agricultural wages being the criterion for classifying agricultural labourers and agricultural labour households unlike the broad definition adopted in the first Enquiry. To some extent it is also due to the process of sub-division of holding and resumption of land for personal cultivation by landowners as a result of land reforms like abolition of intermediary tenures and fixation of ceilings on land which would have restricted the scope for taking lands on lease. The net effect is low income from land of agricultural labour households in the aggregate.



8. 5 Income from agricultural labour during 1956-57 was higher than that realised during the 1950-51 Enquiry in most of the States except in Uttar Pradesh, Rajasthan, Bihar, West Bengal and Kerala which were affected by climatic factors during the year.

8. 6 Average income of households derived from non-agricultural labour was lower during 1956-57 in all the States except West Bengal. This only shows paucity of employment opportunities to agricultural labour during slack season.

8. 7 Income from occupations other than farming was higher in 1956-57 in West Bengal, Orissa, Assam, Andhra Pradesh, Madras, Kerala, Bombay and Mysore States.

### 9. *Consumption and cost of living.*

9. 1 The average annual consumption expenditure of agricultural labour household was Rs. 461 in 1950-51 and Rs. 617 in 1956-57 for All India. The annual average expenditure was higher in 1956-57 by Rs. 156.

9. 2 The percentage expenditure according to consumption groups is shown below for 1950-51 and 1956-57 for All-India.

| Period. | Total in Rupees. | Percentage to total | | | |
|---|---|---|---|---|---|
| | | Food | Clothing & footwear: | Fuel & Lighting. | Miscellaneous and services. |
| 1950-51 | 461 | 85.3 | 6.3 | 1.1 | 7.3 |
| 1956-57 | 617 | 77.3 | 6.1 | 7.9 | 8.7 |

9.3 The average income per household during 1956-57 was Rs. 437 while average consumption expediture was Rs. 617. The deficit was thus Rs. 180. This deficit, to a considerable extent, would seem to have been met from past savings, sale of stocks, remittances received and loans incurred

### 10. Indebtedness.

10.1 About 64 per cent of agricultural labour households was indebted during 1956-57 as against 45 per cent in 1950-51 at the All India level. Except in Assam, Punjab, Bombay and Rajasthan, in all the other States the percentage of indebted households was higher than in 1950-51.

10.2 The average accumulated debt per household was Rs. 47 in 1950-51 and Rs. 88 in 1956-57.

10.3 If the indebted households themselves were taken into consideration the average debt for all India was Rs. 105 in 1950-51 and Rs. 138 in 1956-57.

10.4 One of the reasons for the higher percentage of indebted households as also the higher volume of debt in 1956-57 was the higher proportion of attached labour households, some of whom were under debt bondage and/or tie-in-allotment.

10.5 Particulars regarding indebtedness of casual and attached labour households for All-India are given in the following statement for 1956-57.

| | Causal | Attched. |
|---|---|---|
| 1. Percentage of indebted households. | 62.55 | 67.64 |
| 2. Average debt per household. | Rs. 85.46 | Rs. 95.62 |
| 3. Average debt per indebted household. | Rs. 136.51 | Rs. 141.29 |

10.6 The total estimated volume of indebtedeness of agricultural labour households in 1956-57 was Rs. 143 crores as against Rs. 80 crores in 1950-51.

10.7 Of the total debt, about 46 per cent was incurred for meeting consumption expenditure, social purposes accounted for 24 per cent and productive debt for 19 per cent.

## Main Finding

### I. Occupational structure of agricultural labour households.

(1) The estimated numbur of agricultural labour households was 16.3 millions in 1956-57 as against 17.9 millions in 1950-51 or a fall of 1.6 millions. This reduction might be mainly due to conceptual difference in the definition of the terms "agricultural labour households" adopted during the two enquiries. In the first Enquiry, a broad definition was adopted and an agricultural labour household was one in which either the head of the household or 50 per cent or more of the earners reported agricultural labour as their main occupation and there was thus a possibility of marginal land-holding families, of land owners and tenants, being included. But during the Second Enquiry, a house-hold was deemed as an agricultural labour household if the bulk of its income in the previous year was derived from agricultural wages and thus there was a rigorous delimitation of agricultural labour households.

(ii) The landless agricultural labour households in 1956-57 accounted for 57 per cent of the total as against 50 per cent in 1950-51.

(iii) According to the 1950-51 Enquiry, the proportion of attached and casual agricultural labour households was 10 : 90. The results of the 1956-57 Enquiry, showed that attached labour households accounted for about 27 per cent of the total for all-India, the remainder being casual labour households. This increase in the percentage of attached labour households might, to some extent, be due to resumption of personal estates for self-cultivation by the erstwhile intermediaries like zamindars, jagirdars, talukdars, etc., in different states.



(iv) the average size of the agricultural labour household rose slightly to 4.40 in 1956-57 from 4.30 in 1950-51. The average number of wage earners, was 2. 03 per household, comprising 1. 13 men, 0. 74 women and 0. 16 children. The corresponding figures for 1950-51 were 2. 0 wage earners made up of 1. 1. men, 0. 8 women and 0. 1 chidren. The slight increase in the earning strength during 1956-57 would appear to be due to more children having come to the labour market in 1956-57.

(v) The estimated number of agricultural labourers during 1956-57 was 33 millions composed of 18 million men, 12 million women and 3 millon children. The corresponding figures for 1950-51 were 35 millons consisting of 19 million men, 14 million women and 2 million children.

### II. Employment and Unemployment.

(i) Casual adult male workers were employed, on an average for wages for 200 days in 1950-51 and for 197 days during 1956-57. They were self-employed for 75 days in 1950-51 and for 40 days in 1956-57.

(ii) Casual adult female workers were employed on wages for 134 days during 1950-51 and for 141 days during 1956-57.

(iii) As regards children, their wage-employment had increased from 165 days in 1950-51 to 204 days in 1956-57.

(iv) Casual adult male workers were unemployed for 128 days in 1956-57 as compared to 90 days in 1950-51.

According to the Report, measurement of employment was not meticulously done in the First Enquiry (1950-51). Wage employment for half the day or more was counted as full day's occupation and less than that was ignored. All those who worked even for a day in a month were taken to have been gainfully employed. In respect of unemployment data were collected only for those adult male labourers who reported wage- employment in each month. In the Second Enquiry (1956-57) the intensity with which the activity pattern, major or minor, was followed was duly taken into account. For this purpose, four intensity classes were laid down, namely, full, half, nominal and nil. A fullday's work meant three-fourth or more of the normal working hours, the "norms" being 10 hours. More than one-fourth and less than three-fourth of the normal hours was considered as work with half intensity. Less than one-fourth was deemed as work with one-eighth intensity. In the tabulation of employment data, the intensities were duly taken into account.

Self-employment data was not collected separately in the First Enquiry, but was only of an inferential natue, as the residual days left after deduction of wage-employment and unemployment from 365 days were taken to represent the quantum of self-employment. These limitations of the first Enquiry data have to be kept in view.

### III. Wages

(i) About 76 per cent of the average income of agricultural labour households was derived from wage-employment in agricultural operations as well as from non-agricultural occupations during 1950-51 as against 81 percent during 1956-57. About 56 per cent of the mandays worked were paid for in cash in 1950-51 and 48.7 per cent in 1956-57. Payments made entirely in kind accounted for 31.3 percent in 1950-51 and 40.5 per cent in 1956-57. Wage-payments made partly in cash and partly in kind related to 9.8 per-cent of the total mandays worked in the First Enquiry and formed 10.8 per cent in the Second Enquiry.

(ii) The average daily wage rate of adult male workers decreased from 109 nP in 1950-51 to 96 nP in 1956-57, the average daily wage-rate of adult women also fell from 68 nP in 1950-51 to 59 nP in 1956-57. Child Labour received an average wage of 70 nP in 1950-51 and 53 nP in 1956-57.

(iii) In comparing the average wage-rates obtaining in 1956-57 and 1950-51 the difference in computation procedure of payments in kind as between the First and Second Enquiries, and the relative importance of payments in kind at both the points of time have to be kept in mind' since evaluation of kind payments was done at wholesale prices during 1956-57 as against ruling retail prices during 1950-51.

(iv) The estimated wage-bill in agriculture worked out to roughly Rs. 520 crores in 1956-57 as against Rs. 500 crores in 1950-51. The increase was mainly due to the proportion of attached labour households being considerably higher (about 27 per cent) in 1956-57 as compared with 1950-51 (about 10 per cent) and the average annual income per attched labour household as also of all households taken together from agricultural wage-employment in 1956-57 being higher than in 1950-51.

### IV. House-hold income

(i) The average annual income of an agricultural labour household in 1950-51 was Rs. 447, while in 1956-57 it was Rs. 437.

(ii) The average income realised from different sources during the First and Second Enquiries by agricultural labour households is given below:

| Source of Income. | 1950-51. | 1956-57. |
|---|---|---|
| | Rs. | Rs. |
| 1. Cultivation of land. | 59.90<br>(13.49) | 30.07<br>(6.87) |
| 2. Agricultural labour. | 286.97<br>(64.2) | 319.55<br>(73.04) |
| 3. Non-agricultural labour. | 53.19<br>(11.9) | 34 94<br>(7.99) |
| 4. Others. | 46 94<br>(10.51) | 52.91<br>(12.10) |

Figures in brackets are percentages to total income from all sources.

Income from farming and non-agricultural labour declined during 1956-57 but that from agricultural labour had increased.

### V. Consumption and cost of living.

(i) The average annual consumption expenditure of agricultural labour households increased from Rs. 461 in 1950-51 to Rs. 617 in 1956-57. The precentage expenditure according to different consumption groups is given below for 1950-51 and 1956-57:



| | Percentage to total | | | |
|---|---|---|---|---|
| Period. | Food. | Clothing and footwear. | Fuel and Lighting. | Miscellaneous and services. |
| 1950-51 | 85.3 | 6.3 | 1.1 | 7.3 |
| 1956-57 | 77.3 | 6.1 | 7.9 | 8.7 |

(ii) The average income per household during 1956-57 was Rs. 437 while average consumption expenditure was Rs. 617. The deficit was thus Rs. 180. This deficit to a considerable extent, would seem to have been met from past savings, sale of stocks, remittances received and loans.

### IV. Indebtedness.

(i) About 64 per cent of agricultural labour households was indebted during 1956-57 as against 45 per cent in 1950-51. The average accumulated debt per household increased from Rs. 47 in 1950-51 to Rs. 88 in 1956-57.

(ii) The average debt per indebted household also rose from Rs. 105 in 1950-51 to Rs. 138 in 1956-57. One of the reasons for the higher percentage of indebted households as also the higher volume of debt in 1956-57 was the higher proportion of attached labour households, some of whom were under debt bondage and/or lie-on allotment.

(iii) The total estimaied volume of indebtedness of agricuitural labour households in 1956-57 was Rs. 143 crores as against 1956-57 was Rs. 143 crores as against Rs. 80 crores in 1950-51.

(iv) Of the total debt, about 46 per cent was incurred for meeting the consumption expenditure. Social purposes accounted for 24 per cent and productive purposes for 19 per cent, the remaining 11 per cent of the total debt being incurred for meeting the expenditure on other miscellaneous items.

(v) Of the total loan, 34 per cent was taken from money-lenders 44 per cent from friends and relatives, 15 per cent from employers, 5 per cent from shop keepers and one per cent from co-operatives.

The above is the all-India picture. In the Report, however, the variations in the different States have also been given and significant differences as between 1950-51 and 1956-57 highlighted and accounted for.

# LABOUR NEWS

## INDUSTRIAL RELATIONS

*December 1960*

The labour situation in the state was normal during this period. There were only eleven strikes during the month of December, 1960. Of these, eight related to textile mills and three to undertakings in other industries affecting 2271 workers and 380 workers respectively. The mandays lost as a result of stoppages were 13,726 and 548 respectively. The details of the more important strikes are furnished below.

### TEXTILES.

About 519 workers of the Ganapathi Mills, Thalayuthu, struck work on 17-10-60 demanding implementation of the recommendations of the Wage Board for cotton textiles. They resumed work on 21-12-60 after direct negotiation.

About 451 workers of the Jawahar Mills Ltd., Salem, who struck work on 9-12-60 as a protest against the operation of two additional cone winders called off the strike on 10-12-60 as a result of direct negotiation. The workers numbering about 403 of the mill again struck work from 14-12-60 for the same reason. The strike was called off on 16-12-60 on the intervention of the Assistant Commissioner of Labour, Madras.

About 194 workers of Raveendra Mills Ltd., Coimbatore, struck work on 25-12-60 as a protest against the alleged illtreatment of a worker by the management. They resumed work on 31-12-60 after direct negotiation.

About 192 workers of the Rajaratna Mills (Private) Limited, Palni, continued to strike work from 31-12-60 demanding the admittance of eight late comers.

About 266 workers of Sri Karunambikai Mills Ltd., Somanur, Coimbatore, struck work on 6-12-60 as a protest against the suspension of a worker. They resumed work on 29-12-60 on the mediation of the Commissioner of Labour.

About 604 workers of Sri Rajendra Mills Ltd., (A & B Mills), Salem, struck work on 18-12-60 demanding a rise in their wages and allowances. They resumed work on 26-12-60 on the mediation of the Labour officer.

About 161 workers of Sivananda Mills Limited, Ganapathy P. O. Coimbatore, who struck work from 18-12-60 called off the strike on the same day as a result of direct negotiation. The reasons for the strike are not known.

### OTHER INDUSTRIES

About 28 workers of J. Y. Gaffar & Company, Salem, struck work on 1-12-60 and 20-12-60 regarding the non-employment of 13 workers. They resumed work on 2-12-60 and 26-12-60 respectively on mediation by the Labour Officer.



About 133 workers of Warwick Estate, Kotagiri, struck work on 28-12-60 as a protest against the management's action in cutting down the plantation trees grown by the workers. They voluntarily resumed work on 29-12-60.

About 191 workers of the Majestic Studios, Madras-1, struck work on 3-12-60 against the suspension of two workers. They resumed work on 5-12-60 on the mediation of the Labour Officer.

### CENTRAL SPHERE

*Conciliation*

The Conciliation Officer (C), Madras, held conciliation proceedings on 23-12-60 in the dispute between the management of the Sterling General Insurance Company Limited, Madras, and the General Insurance Employees Union, Madras, regarding fixation of pay, etc., of an employee and brought about an amicable settlement.

### PARTICULARS REGARDING DISPUTES RECEIVED ETC

| | | |
|---|---|---|
| 1. | No. of industrial disputes received. | ... 3 |
| 2. | No. of industrial disputes settled. | ... 1 |
| 3. | No. of threatened strikes. | ... – |
| 4. | No. of strikes which materialised. | ... – |
| 5. | No. of draft standing orders certified. | ...Nil |

### STATE SPHERE

### CONCILIATON UNDER THE INDUSTRIAL DISPUTES ACT, 1947.

The Conciliation Officers enquired into and settled 821 disputes during the month of December 1960. Of these, 80 were industrial disputes in which settlements were recorded under section 12 (3) of the Industrial Disputes Act, 1947.

### ADJUDICATION UNDER INDUSTRIAL DISPUTES ACT, 1947.

The State Government referred 14 industrial disputes in which settlements could not be brought about by conciliation to the Industrial Tribunal, Madras, and to the Labour Courts, Madras, Coimbatore and Madurai for adjudication. The details of the disputes referred for adjudication are published in the gazette under the statistical portion.

19 awards given by the Industrial Tribunal, Madras, and the Labour Courts, Madras, Coimbatore and Madurai on Industrial disputes referred to them for adjudication were published in the Fort St. George Gazette during the month of December 1960.

### WELFARE

There was an improvement in the general employment situation in the State during the month of December 1960 as compared with the position in the previous month.

There was a dearth of trained personnel in the following occupations during the month under review:

Blacksmiths
Instructors (Weaving, Carpentry & Tailoring)
Medical Officers (Male and Female)
Veterinary Graduates
Health Visitors/Assistants
Pharmacists
Sanitary Inspectors
High school Assistants (B. T./L. T./B. Ed. in Mathematics and Science)
Physical Training Instructors/Instructresses
Diploma holders (L. M. E./L. C. E./L. E. E.)
Stenographers
Draughtsmen (Civil and Mechanical)
Language Pandits (Tamil, Hindi and Telugu)
Librarians
Nurses
Radiographers (X-Ray Technician)
Agricultural Instructors.

Surpluses continued to exist in the clerical and unskilled categories.

The following manpower schemes under the Second Five-Year Plan were in progress during the month:

(*A*) THE EMPLOYMENT MARKET INFORMATION SCHEME:

During the month, the total number of Employers who responded as on 15-12-1960 for the quarter ended 30-9-60 is as under:

| | No. of Live Establish ments | Number responded | Percentage of response |
|---|---|---|---|
| Public Sector. | 2,578 | 2,376 | 92.2 |
| Private Sector | 11,335 | 8,552 | 75.4 |

Further progress was made in the construction of Employers' Registers' in the seven Districts where the survey extended to the Private Sector.

(*B*) OCCUPATIONAL RESEARCH AND ANALYSIS SCHEME.

Under this scheme, the original work regarding the study of occupations in manufacture of quinine products and coffee plantations (for wage board) was on hand. During the month, Mr. Mohammed Salem-el-Rafei, Head of Job Analysis and Classification Division U. A. R. (Egypt) visited the State Directorate.

(c) YOUTH EMPLOYMENT SERVICE/EMPLOYMENT COUNSELLING SCHEME

The Youth Employment Service and Employment Counselling Unit attched to the District Fmployment Office, Madras, gave group guidance to 534 youths and individual guidance to 35 youths during the month. This unit also furnished information to 285 candidates. The Youth Employment Service Unit attched to the District Employment Office, Madurai, gave group guidance to 361 youths and individual guidance to 6 youths. Further, efforts were also made to collect information on training facilities and apprenticeship for dissemination to applicants.



(*d*) GENERAL

The two Employment Information and Assistance Bureaux, one at Sankarankoil Block in Tirunelveli District and another at Paramakudi Block in Ramanathapuram district rendered assistance to applicants of rural areas. Further, the two Registration Units functioning in Salem and Ramanathapuram districts helped applicants of remote areas in getting themselves registered for employment.

## HOUSING

The Government have so far sanctioned 23 schemes for the construction of 1700 houses. Out of these, the construction of 1098 houses has been completed and the construction of 34 houses has reached the roof level. 102 houses have also been constructed up to plinth level. The construction of 466 houses has not yet been started.

## EMPLOYEES' PROVIDENT FUNDS ACT, 1952

During the month of December, 1960, two establishments were brought under the Employees' Provident Funds Act, 1952, bringing the total number of covered establishments to 948.

A sum of Rs. 23,69063-26 nP was received as employers' and empolyees' contributions to the Fund.

The total number of covered employees in the Madras State at the end of the month was 2,88,107.

# CURRENT NOTES

## CONFERENCES, COMMITTEES, ETC.

### MADRS STATE

The Thirtyfirst meeting of the State Housing Board was held on 2 December, 1960 at the Secretariat to review the progress of the various housing schemes in the state.

The third meeting of the State Evaluation and Implementation Committee was held on 17 December, 1960. The effective implementation of the code of discipline in industry, model grievance procedure, code of conduct, etc., and the procedure for dealing with violations of the code were among the subjects discussed. The Commissioner of Labour is the Chairman of the Committee.

The Local Committee of the Workers' Education Organisation of which the Commissioner of Labour is the Chairman met on 17 December, 1960 and discussed the subjects relating to the inauguration of the second course of the worker-teacher training and the educational tour of the first batch of the worker-teacher trainees.

A meeting of the State Development Committee was held on 22-12-60 in the Secretariat to review the progress of the housing schemes for the quarter ended 30 December 60. The Commissioner of Labour was present during the discussion of the subjects relating to housing schemes.

A meeting of the housing and slum clearance schemes was held on 19 December, 1960 to review the progress of the housing scheme upto 30 November 60. The Commissioner of Labour attended the meeting.

The fourth meeting of the National Council for Training in Vocational Trades met in New Delhi on 25 January 1961. Among other items, the Council decided that facilities for training in Industrial Training Institutes will be increased to cover over one lakh craftsmen as against present facilities for 37,000 craftsmen. The number of Industrial Training institutes will also be increased to 160.

A Categorisation (Removal of anomalies) Committee for the Work charged Establishment of the C.P.W.D. has been constituted by the Union Ministry of Works, Housing and Supply for classification of posts in the Workcharged Establishment of the C.P.W.D. The terms of reference of the Committee will include rationalisation of posts to avoid duplication, overlapping of functions and the effecting of consequential modifications in the recruitment rules, trade tests, etc.

## EMPLOYMENT

**Employment market research in Madras State—Extension to the private sector**

"Planning for employment, particularly where labour-intensive programmes are the norms of development, becomes so to say, an end in itself" observed Sri T. N. Lakshminarayanan, I.A.S., the Commissioner of



Labour and Director of employment, Madras, at a meeting of employers, trade unionists and others interested held at the P.W.D. Library Hall on 31 January 1961. The occasion was to mark the extension of the employment Market Information programme to the private sector in the State.

The Director further observed that the collection of employment data as part of the National Employment Service activities has the sanction of the International Labour Organisation, later reinforced by the recommendation of the Shiva Rao Committee that went into the whole question of reorganisation of the National Employment Service and the training organisation. The scheme in the State has been implemented in three phases. Staring with the public sector all over the State and the private sector in Coimbatore only, private sector enquiry was extended to North Arcot, Salem, Thanjavur, Tiruchirapalli and Madurai in July 1960 and to the other districts in January 1961, which marks the third phase of the programme.

In the absence of regular and reliable data about employment in the country, this programme is designed to cover all establishments in the public sector and establishments in private sector with at least 5 workers. The data collected through 'establishment reporting' technique, will be analysed by industries and occupations, to get at the trends of employment, shortages, employment growth, in short the factors that affect the balancing of supply and demand of workers in the employment market. Every quarter, the data will be reported upon in area market studies, which will enable study of the employment problems at regional and national levels.

Many are the uses that the data would be put to. Directly the imbalances noticed in the market could be identified and remedial action taken. Be it the succesful operation of vocational guidance, adult counselling, regulation of industries, placement, vocational preparation of youth etc., these data provide the staple.

In conlusion, the Director appealed to the employers to extend their good will and active co-operation to the Employment Officers operating the scheme and make it a success as it deserves to be.

## EMPLOYMENT OPPORTUNITIES IN RURAL AREAS

Inaugurating the 14th annual meeting of the Indian Society of Agricultural Statistics at the Vigyan Bhavan, the President, Dr. Rajendra Prasad, observed that the problem in agricultural planning is not merely one of securing the maximum return or income from agricultural or providing raw materials to industries but one of meeting the needs of the population and of alleviating the extensive under-employment prevalent in rural areas. The latter involves planning for the mass of rural population which is either landless or possesses tiny holdings hardly adequate to maintain their owners. The solution of the problem would seem to be in developing a pattern of rural activity such as dairying, poultry-keeping and various cottage industries that will reduce the seasonability of employment inherent in arable farming. This would require a study of employment opportunities offered by various cropping and farming patterns in different areas.

## HINDUSTAN AIRCRAFT LIMITED FACTORY—REVIEW OF WAGE STRUCTURE

*Addressing a large gathering of over 4,000 employees of the HAL* **Factory in Bangalore, Sri V. K. Krishna Menon, Union Defence Minister** announced a revised wage structure for the HAL employees. Under this revision, the minimum emoluments would be raised from Rs. 75 to 80 per mensem and over 200 scales of pay for employees upto the rank of Asst. Supervisors have been consolidated into 8 scales of pay. D.A. will be paid at the rate of Rs. 10 for the employee drawing basic salary below Rs. 150/- p.m. Rs. 20/- to employees drawing a basic salary of Rs. 150/- or above, but not exceeding Rs. 300/- p.m. Marginal adjustments may be made in the case of employees drawing a pay upto Rs. 320/- p.m. He exhorted the workers to give of their best in their work as befitted people of a free country.

## INDUSTRIAL RELATIONS

Addressing a meeting of railway and other workers owing allegiance to the National Federation of Indian Railway men and the Gujrat branch of the Indian National Trade Union Congress, Sri Jawaharlal Nehru, the Prime Minister affirmed his faith in the right of workers to resort to strike as a fundamental one. He, however, observed that in the present conditions of India when a war was being waged against poverty and for the achievement of a better life for the people, resort to strike would do great harm and that trade union orgatisations should therefore exercise the greatest possble care and thought before resorting to strikes. He also observed that Industrial managements, more especially, in the public sector must also become more responsive to workers' grievances and difficulties, He observed that workers in the railways which were the biggest public enterprise in the country and workers in other public enterprises had a great responsibility to discharge. Their work yielded profits which were not for private individuals but for the benefit of the entire country.

## INDUSTRIAL STATISTICS

The National Sample Survey, Madras, has taken on hand for the first time collection of industrial statistics on a statutory basis from factories and other establishments in Madras State.

The work has been undertaken in pursuance of the powers vested by the collection of Statistics Act 1953 (Central Act.) The Act empowers the Statistics Authority, the Chief Director of the National Sample Survery, to collect the relevant information.

The main purpose of this collection is "to determine the value added by manufacture" and the contribution of industries to national income. The data would also be utilised by the Planning Commission and the various Ministries of the Government of India as guiding factors for the formulation of new programmes.

The information collected relates to capital, labour employed, raw materials and fuels used, products and by products manufactured and cost of distribution.

Certain other details are collected from establishments employing 50 persons and more with power and 100 persons and more without power. The survey covers the establishments registered under the Industries (Development and Regulation) Act, 1951. This category is called upon to give information, among others, about equipment, age and further expected life of buidings, plant and machinery, installed capacity of the machinery, stocks of fuel and raw materials at the end of the year, sales effected during the year, management and labour relations, particulars of training facilities, and information on industrial research.



At present the information for the calendar year 1959 is being collected and this work is expected to be completed by about March next.

## INDUSTRIAL RELATIONS

A Seminar was held on 11 January 1961 under the auspices of the Madras Productivity Council. Sri R. Venkataraman, Minister for Industries and Labour inaugurated the seminar and Sri Ananthramakrishnan President of the Madras Productivity Council presided.

Sri Ananthәramakrishnan stressed the importance of good human relations and the need to settle all differences with regard to wages, dearness allowance, hours of work, etc., through mutual co-operation and goodwill.

Sri R. Venkataraman, Minister for Industries and Labour observed that "Productivity" had been anathema to workers 15 or 20 years ago and the change in the approach of labour in regard to 'Productivity' was a matter for pride and satisfaction and that the National Productivity Council of India deserved credit for helping to contribute to the change of out-look in this regard. Workers have to be made to realise increasingly that productivity is not achieved by increasing their workload but by rearranging the execution of their tasks in a more sensible way and by utilisation of available resources to the maximum advantage. The elimination of waste all round and a more scientific utilisation of machinery, materials and labours was absolutely essential. Employers as well as workers have to develop increasingly the realisation that they are engaged in a common endeavour. He had the advantage of looking at two different systems of economy in the field of production. In both the systems, the workers' voice was heard and the workers have had a sense of participation in the building up of the nation. He observed that Institutions do not create human relationships between employers and employees but merely tried to adjust differences between parties. Unlike in proceedings in a civil court after going to an industrial tribunal the parties to dispute had to get back to the factory to work together. The Minister observed that the provision of better amenities for workers is a *sine qua non* for improvement of human relations.

In commenting on the importance of good relations in industry, the Minister observed that while visiting a factory in a western country he saw flowers being laid on the tables of a few workmen, and gathered that these were being placed by the management because that day happened to be the birthday of the workmen concerned. The Minister observed that little things like this went a long way to create an atmosphere of mutual respect and goodwill and helped to contribute to increased productivity. In the interests of the country and the future of our people, it was necessary that we made the best use of the time, machinery, resources and the human skill available to increase productivity in our country.

Sri Datar of the Labour Ministry who participated in the Seminar spoke on the role of welfare officers in promoting human relations in industry. He pointed out the importance of proper arrangements for communication from the top level of management to the workers and *vice versa*.

Sri S. Guruswamy observed that problems affecting labour had to be solved in each country according to local circumstances.

Sri Bhatt of the B. & C. Mills Limited, Madras, expressed the view that most of the amenities for factory workers having been prescribed by statute, the Welfare Officers did not perhaps have a vital role to play. The first line supervisors in the industry who were in immediate touch with the workers had an important role to play and the welfare officer could help to train them.

Sri Anthoni Pillai emphasised the need to develop in this country personal relationships between personnel officers and workers. A change ot attitude and the dispelling of mutual suspicion was called for in his view in order to promote better human relations so necessary for achieving greater productivity.

Dr. P. S. Lokanathan, Chairman of the National Productivity Concil spoke about the work that was being done by the National Pruductivity Council and the progiamme of expansion of Regional Councils.

## HOUSING.

The Fifth Conference of the State Housing Ministers was held at Udaipur in December, 1960. Reviewing briefly the performance under each scheme, Shri K. C. Reddy, Union Minister for Works, Housing and Supply said that against the prescribed target of Rs. 27 crores, the drawals under the Subsidised Indusrrial Housing Scheme were expected to touch about Rs. 25 crores. Some 58,000 houses had been completed or were under construction by the end of September 1960 and a good number more had been taken up for construction since then. While they had reached 91 percent of the prescribed target, they could not overlook the rather disappointing feature that of the total number of about 58,000 houses sanctioned, over 70 percent or about 40,600 units were taken up for construction by the States themselves with the help of the 50 percent subsidy 50 percent loan from the Centre. Only 26 percent of the houses, about 15,100 units were taken up for construction by the employers, while the cooperatives of industrial workers accounted for a mere 4 percent or about 2,300 houses only. They would have to set right this imbalance in the near future and some further measures designed to secure more effective participaton of the employers and cooperatives in this Scheme has been suggested in the agenda of the Conference. Members of cooperatives could now get the entire 100 percent finance required for the construction of their houses-25 percent of it as subsidy, 65 percent as loan and 10 percent from their Provident Fund. Accounts They would have to examine afresh why it was that despitethese favourable tetms, they were still not coming up in sufficient numbers to build their own houses.

The progress made under the Plantation Labour Housing Scheme had not been quite satisfactoty. Even against the meagre provision of Rs. 51 lakshs, the expenditure likely to be incurred by the end of this Plan would not exceed Rs. 18 lakhs. With the setting up of the Pool Guarantee Fund, as a result of the recommendations made at the last conference, the major hurdle in the way of the effective implementation of this Scheme would be removed.



## INTERNATIONAL LABOUR ORGANISATION.

### Asian Advisory Committee Meeting.

The Asian Advisory Committee of the I. L. O. which held its tenth session in Geneva from 21 to 26 November 1960 agreed among other things that major attention should be devoted to rural workers, institutional adjustments and new approaches to rural development, cooperative organisation, small scale industries and problems of indigenous and tribal population. The Committee urged the governing body to take all necessary steps for promptly launching a long term programme to ensure that it was large enough to make an effective impact and that adequate resources in funds and staff were made available for its implementation. The Committee recommended that productivity programmes of Asian countries should not concentrate exclusively on the large scale or organised sector of industry but should also seek to cover other economic sectors including in particular the small scale industries. The Committee recommended that productivity experts drawn from the trade unions in the economically developed countries be made available under the technical assistance programme to workers' organisations in countries where productivity programmes were in the process of being established. The Committee also observed that unemployment among educated people in Asia represented a great loss of human energy and that provision of employment for them required careful study leading towards appropriate action.

## I. L. O. AGRICULTURAL COMMITTEE

The ILO's Agricultural Committee held its Sixth Session at Geneva recently.

The Committee recognised that the improvement of living conditions in agriculture depends primarily on the raising of incomes in rural areas which calls for longterm comprehensive programmes of economic and social development in rural areas-programmes which involve greater capital investment, improvements in the agrarian structure, an expansion of vocational training facilities and development of co-operatives, etc.

However, it would be necessary, simultaneously, to carry out a series of measures which would assure more rapid improvements in nutrition, housing, health, education and recreation for rural population.

Among the means of applying these measures, the Committee stressed that particular attention should be devoted to the training of rural leaders, social promoters and auxiliary workers. International assistance should be provided to countries in course of development by the application of these measures by the ILO and other institutions such as the United Nations, UNESCO and FAO.

In the field of application of social legislation, the Committee stated that the collaboration of workers and employers with the supervision services was essential.

## LABOUR AND EMPLOYMENT POLICY IN THE DRAFT THIRD FIVE YEAR PLAN

The Government's policy on labour and on employment, as outlined in the draft third Five Year Plan, reviews, among other things, the labour policy of the Government and the realisation of its basic aims during the period of the first and second Five Year Plans. It describes how progress has been made in the programme of workers' education and the participation of workers in the management of industry which have a major significance in the industrial life of the country. It is of the view that the coming five years should witness the fuller impact of all those ideas which have been tried and found useful during the second Plan period. The recommendations in the Plan in relation to matters concerning labour were the product of joint consultation and were based on agreements arrived at between the representatives of the organisations of workers and employers. The policy and programmes for the Third Plan are being evolved on the same lines and, on a number of issues, agreement has already been reached. Efforts will be made to reduce to the minimum the recourse to tribunals and courts. This will be also be a remedy for the delays which still occur in the settlement of disputes. Ways will be found for increasing application of the principle of voluntary arbitration in resolving differences between workers and employers. Workers Committees will be strengthened and made an active agency for the democratic administration of labour matters within an agreed sphere. Adoption of an appropriate "grievance procedure" for all industial establishments will receive special attention. It is also proposed to work out a Code of Efficiency and Welfare of the workers. The Code will help in cultivating the right kind of attitudes on the part of the management and workers and will define in concrete terms the responsibilities of both for achieving these ends. Among the aspects on which studies are proposed to be organised are (a) wage differentials, (b) the manner in which wages should be linked to productivity, (c) the techniques for measurement of gains in productivity and the manner in which they should be shared. The coverage of the Employee's State Insurance scheme will be expanded and it is expected that special hospital facilities will be established, wherever necessary, during the Third Plan.

*Employment policy:* It is estimated that new entrants to labour force in the Third Plan period would be about 15 million of whom about a third may be in urban areas. The remedy would be a continuing expansion of the national economy at a high enough rate to create adequate employment opportunities in the urban areas to provide conditions for a continuing growth of agricultural production which would reduce under-employment and offer greater opportunities of work for landless agricultural labour and similar occupational groups.

## LABOUR WELFARE

### Privilege Travel concessions extended to industrial employees of Central Government

The Government of India have ordered that industrial and work charged staff who are entitled to regular leave will also be eligible from this year to leave travel concessions like the other Central Government employees for a trip to home town once in two years on earned leave.



## PRODUCTIVITY

### National awards to be instituted in the public sector undertakings

The Government of India have decided to introduce annual awards by the President to encourage the Central Government industrial enterprises to exceed their production targets and achieve outstanding all-round performance. The awards are being instituted at the instance of the Prime Minister.

A shield in copper and silver will be awarded to the public sector enterprise adjudged best for its all-round performance every year.

Certificates of merit will be awarded to five undertakings for outstanding performance, taking into consideration their financial working, cordial labour relations in the factory and any special contribution made to the country's economy through research, discovery of new processes, design of machinery and equipment, etc.

Certificates of honour will be presented to the undertakings whose performance is adjudged to be satisfactory.

All Central Government industrial undertakings, which are in production, will be eligible for these awards. Some of the undertakings, in the Ministry of Defence and other Ministries however, are likely be excluded from the scheme for the present.

### Top management seminar

The Madras Productivity Council and the Madras Institute of Management held a Seminar for Top Management Executives for three days from 2 February 1961. The seminar was inaugurated by Sri A. Ramaswamy Mudaliar and presided over by Sri M. Bhakthavatsalam, Home Minister. Four high level excutives from the United States, secured through the courtesy of the Techical Co-operation Mission, participated.

This Seminar, part of a Management Development programme aimed at promoting scientific management, as designed to cover fields of special interest in industry such as. Organisation and Policy, Industrial Engineering, Marketing and Research, Personnel Management and Industrial Relations. The objectives of the Seminar are, (i) to facilitate a free exchange of ideas between Indian industrial leaders and selected American executives, and (ii) to provide a thorough understanding of the role of management in policy making, planning and controlling the complex activities in a modern industrial enterprise and of the nature and use of techniques which modern management has at its disposal in order to carry out its functions.

The four visiting American Executives are: (1) Mr. William E. Roberts, Vice-President, Bell & Howell Co., Chicago, (2) Mr. Harry M. Hopkins, Vice-President in-charge of Operations, Tool Steel, Gear and Pinion Co., Cincinnati, (3) Mr. Arthur C. Nielsen Jr, President of A. C. Nielsen Co., Chicago, Illinois, one of the world's largest marketing research organisations and (4) Mr. Albert Blake Dick, President of B. Dick Co.

The Seminar was limited to sixty executives divided into four different groups, each headed by a local Chairman. The sessions lasted for three days. Sri T. N. Lakshminarayanan, I.A.S., the Commissioner of Labour led the discussion in respect of the group which discussed 'Personnel Management and Industrial Relations.'

### Work Study Course

An Advanced Course for twelve weeks on 'Work Study' organised by the Madras Productivity Council, for senior technical and engineering personnel began on 2nd January 1961. The course is being conducted by Mr. John P.O' Hearn, TCM Expert, assisted by specialists attached to the National Productivity Council. The Course will cover various fields of industrial activity where application of the work study technique will successfully and effectively result in higher productivity, by improving the proccessing methods, by providing management with close control over men, materials and machines and by minimising the time and effort used in production. The Course will deal with Work Study as a means for providing management with the operational data necessary for planning and scheduling of production and for furnishing a basis for incentive wage payments by measuring the time requirements of operations, the purpose being assurance of a fair day's wages for a fair day's work by measuring the work content of jobs. Emphasis wil be laid on Work Study as a highly penetrating tool of management analysis and investigation.

Industrial enterprises of both private and public sectors have deputed senior personnel to participate in the Course.

The Course was inaugurated on 2 January 1961 at the Madras Productivity Council premises by Sri A.M.M. Murugappa Chettiar, President, Federation of Indian Chambers of Commerce and Industry and was presided over by Sri K. Swarup, Chief Administrative Officer, Integral Coach Factory, Madras.

## SOCIAL SECURITY

#### EMPLOYEES' STATE INSURANCE

### Extension to Ranipet and Tiruchirapalli

Inaugurating the Employees State Insurance Scheme at a function held in Ranipet on 26 January 1961, Sri R. Venkataraman, Minister for Industries and Labour, announced that the Government proposed to extend the benefits of the scheme to the families of workers covered by the scheme by the year 1961-62. He said that at present the Employees State Insurance Scheme covered nearly 18 lakhs of workers in the country. In Madras State alone, the scheme covered nearly two lakhs of workers. He said that they had taken on hand the construction of a hospital in Madras City under the scheme which would have a bed strength of 175.

The Minister for Industries also inaugurated at Tiruchirapalli on 27 January 1961 the extension of the Employees' State Insurance Scheme to Kaverinagar and Tiruchirapalli in Tiruchirapalli District.

### Gratuity Scheme for industrial workers in Government owned concerns in Kerala

The Government of Kerala has introduced a gratuity scheme for the daily-rated workers of the Government-owned industrial concerns. The scheme came into force with effect from 18 December 1957 and applies to all the daily-rated workers who are in continuous service of the Government-owned industrial concerns. A worker becomes entitled to gratuity after putting in five years' continuous service.



### P. F. Rules for Madras Government servants

The Government order relating to the schemes of compulsory contribution to the General Provident Fund (Madras), states: "The Government directs that with effect from 1 December 1960, in respect of pay and allowances for the month of December 1960, payable in January 1961, subscription to the General Provident Fund (Madras) shall be compulsory to all Government servants, whether permanent, or officiating (other than industrial employees i. e. employees to whom the Factories Act 1948 is applicable) and Government servants appointed under Rule 10 (a) 1 of the general rules of the State and Subordinate Services, who are in receipt of a total emoluments of not less than Rs. 100 per mensem inclusive of dearness allowamce. Temporary and officiating Government servants are to join the Fund after putting in a continuous service of one year, Government servents drawing less than Rs. 100 per mensem, re-employed Government servants, and the Law Officers in the City of Madras may join the Fund at their option.

## SOCIO — ECONOMIC SURVEYS

### Standard of living of lower middle class families

Deficit budgets appear to be a common feature with lower middle class families, according to a survey conducted under the sponsorship of the Central Statistical Origanisation of the Cabinet Secretariat. The survey covers 1958-59 and was considered necessary because of the need for middle class cost-of-living index numbers in connection with the revision in emoluments and adjustments of allowances of salaried employees in public as well as private sectors. The results show that the bulk of the families are concentrated in the income range of Rs. 60-750 per month; families with an income range of Rs. 750 or above were only 2.7 per cent, and those below Rs. 60, 2.6 per cent; the highest frequency, 24 per cent, was in the Rs. 100 to Rs. 150 group, while the highest frequency, 24 per cent, was in the Rs. 100 to Rs. 150 group, while the Rs. 150-200 and 200-300 groups were 19 per cent to 20 per cent of the total. The Rs. 500-750 group accounted for 4½ per cent. The average expenditure per family was found to be Rs. 280 per month. In the lower income groups "the average family expenditure exceeds even the upper limit of the class interval.

## CONDITIONS OF LABOUR IN COIR INDUSTRY

The Labour Bureau in the Ministry of Labour and Employment conducted an enquiry into the conditions of labour employed in the coir industry. The enquiry was performed by drawing, at random, a sample of 47 units out of 158 registered factories in Kerala, which accounts for about 95 percent of the total production of coir yarn in the country.

According to the enquiry, the total employment in the coir industry by the end of December 1959 was 15,623 of whom 14,978 workers were employed directly and the rest through contractors.

There were 3 608 workers i. e., 24 percent of the total labour directly employed.

Out of 14.978 workers employed directly, 14,047 (93-8%) were permanent, 872 (5.8%) temporary and 59 (0.4%) casual workers.

Also, 1⸱,310 (88.9%) were working on piece-rates while the remaining 1,668 (11.1%) were on time-rates.

An analysis of the earnings of workers in 21 selected occupations in the coir industry showed that those engaged in shearing and twisting received the miximum wages, the daily average being Rs. 4.08, and 4 01 respectively. Those engaged in spooling received the minimum, the average daily earnings being Rs. 0.98 nP. For the other occupations, the average daily wages ranged from Rs. 1.75 to Rs. 3.44.

The system of production bonus was prevalent in the industry. The rate of bouns was determined by the Coir Industrial Relations Council on the basis of a formula which took into account the total business done by the industry during a year. The bonus was generally paid in instalments at the time of festivals.

The enquiry showed that provident fund facility did not exist in any of the units surveyed. Gratuity, however, was being paid in some units, and the rate of gratuity varied from unit to unit.

The workers in 43 of the sampled units were organised into trade unions. Most of the trade unions were registered and recognised by the managements.

The enquiry has shown that the economy of the industry depends to a large extent on exports, which account for about 50 percent of the total production of coir yarn and coir goods. The volume of production and thus the employment of labour in the industry mainly depends on the quantum of exports. This dependence on exports is mainly responsible for the prevalence of underemployment of labour and unemployment in some periods in the industry.

## RECOMMENDATIONS OF THE WAGE BOARD FOR SUGAR INDUSTRY.

The Report of the Central Wage Board for Sugar Industry, which was appointed in 1957, was officially placed on the table of the Rajya Sabha early in January 1960. The Board had submited an interim report towards the end of 1958, under which the monthly wage of a sugar mill worker was raised, with effect from 1st January, 1959 by Rs. 3 in the case of workers getting less than a monthly wage of Rs. 100 and Rs. 9 in respect of those drawing between Rs. 301 and Rs. 500.

For the purpose of wage fixation, the Board has divided the country into four regions: North, Central, Maharashtra and South-east region having eight basic wage scales for operatives, six for clerks and four for supervisory employees receiving up to Rs. 530 per month. While the Basic Wage structure is common to Central, Northern and Southern Mills, with allowance made for differing paying capacity of the industry in different regions in the graduated dearness allowance rate, a departure has, however, been made in the case of Maharashtra region. Although the total minimum wages necessarily vary from region to region depending on the regional paying capacities of the industry, the Board considers it desirable to have uniform minimum basic wages in the sugar industry throughout the country, as the same has several advantages. It has accordingly recommended a basic minimum monthly wage Rs. 60 in the grade Rs. 60-1-65. Some deductions are, however, allowed in the following special cases.



Element of house rent in the emoluments of sugar workers at the minimum wage level should be to the extent of Rs. 5 for standard housing accommodation.

Where food articles are distributed at subsidised rates' or where fuel is supplied at concessional rates, or free to a certain extent, the sugar mills will be entitled to make adjustment of concession against wages, if the workers opt for the continuance of the supply of these articles from the side of mills.

Since the total minimum wages fixed by the Boards has been conceived in reference to 123 points of All India cost of living index, the difference between the total wages prescribed for an occupation and its basic wage will represent the element of dearness allowance in the respective regions for 23 points of index over 1949 base (100). The scheme of Dearness allowance (D. A.) as formulated by the Board provides for graduated rates of D. A. and D. A. rates linked to cost of living index. Regional differances in graduated D. A. rates have been devised to adjust the wage structure to the regional differences in the paying capacity of the industry and, in the same region, D. A. will vary from one class of occupations to another, depending upon the scales of wages.

The Wage Board has recommended that the supervisory, clerical, highly skilled and skilled workmen employed on seasonal basis be paid retaining allowance at 50 percent and the semi-skilled season workmen at 25 per cent of their monthly basic pay and dearness allowance.

A detailed gratuity scheme covering all permanent and seasonal workmen (with the exception of apprentices) employed in, or in connection with, the sugar mills has been framed by the Board. The scheme, inter alia, provides for the general superannution age of 58 years, lays down other conditions governing payment of gratuity and fixes the rates of gratuity to be applicable in the case of permanent and seasonal workers separately for different periods of service. In factories where basic wage and dearness allowance were paid separately, the gratuity for period of service prior to 1 st November 1960 will be calculable on basic pay immediately preceding the date of application of the new wage structure subject to a minimum of Rs. 30. But, in factories where consolidated wage system prevailed, such calculation will be made on the national monthly basic pay.

The wage Board has also evolved a Bonus Formula for the Northern and Central regions which, for the calculation of net profit, rests on the regional cost schedule (given by the Traiff Commission in 1959) as adjusted to the duration of season and sugar recovery percentage attained by individual mills. It is recommended that in the North and Central region, 22 percent. of profits after tax, caluculable in the manner perscribed will be paid by mills as bonus to their employees, provided that, in case of factories having daily (24 hours) canecrush of less than 1,000 tons as the season's average, the bonus at 20 per cent of such profits will be paid. Saving in taxation according to clause VII of the fromula on the amount distributable as bouns will be further distributed in the same proportion being relief under the Income-tax Act, but it could be done only once. The bonus will be subject to a ceiling of three months, consolidated wages.

# AWARDS AND AGREEMENTS

## GLEANINGS OF INDUSTRIAL CASE LAW

IN THE HIGH COURT OF JUDICATURE, KERALA,

(O.P. No. 156 of 1959, dated 30—8—1960)

*Between*

A. T. K .M, Employees' Association

*and*

Musaliar Industries (Private) Ltd. Quilon and another.

Constitution of India, Art. 226 - Industrial Disputes Act, 1947 (as amended by Act XXXV of 1956); Ss. 2 (b), 2 (k), 10 A, 17. 17 A and 18 (2)-Dispute regarding the interpretation and mode of enforcement of the ward between the parties referred to an arbitrator under S. 10 A of the Act. The arbitration agreement inter alia providing that the arbitrator must be "a person who has been a Judge of the High Court to be nominated by the Government"-Arbitrator so appointed by the State Government passing the award - Such award' if amenable to the writ jurisdiction of the High Court under Art. 22 of the Constitution-Arbitrator so appointed by consent of the parties, under S. 10 A of the Industrial Disputes Act, if could be considered statutory arbitrator amenable to the writ jurisdiction of the High Court Dispute referred to arbitration. in the instant case; if "Industrial dispute" within the meaning of S,2(k) of the Act :

The dispute relating to the interpretation and mode of enforcement of the award between the concerned parties (dealing with mode of fixation of incremental wage scales) was referred for adjudication to an arbitrator under S. 10 A of the Industrial Disputes Act. The arbitration agreement inter alia provided that the arbitrator must be "a person who has been a High Court Judge to be nominated by the Government" The award so made by the arbitrator went against the concerned workmen.

The validity of such award was challenged by the concerned workmen in a writ (certiorari) petition on the grounds that it was made after the expiry of a period of one month stipulated by the parties for making it, that there was no dispute within the meaning of S. 10 A and therefore the reference to arbitration was incompetent and that it is vitiated by errors of law apparent on the face of the record.

A preliminary objection was raised on behalf of the respondent that the arbitrator not being a statutory arbitrator, no certiorari or prohibition could be issued to him.

Accepting the preliminary objection to the maintainability of the writ petition, held that the arbitrator appointed in pursuance to the provisions of S 10 A of the Act could not be considered to be a statutory arbitrator. Section 10 A of the act stipulates the following among others;...

(i) an industrial dispute must exist or is apprehended,

(ii) the employer and the workmen may agree to refer the dispute to arbitration and if so, by a written agreement, to be drawn up as prescribed and

(iii) the reference shall be to such person or persons as may be specified in the agreement.

Thus the arbitration itself, and the choice of the arbitrator, are left to the will of the parties. An arbitrator so appointed does not fulfil any of the characteristics of a statutory arbitrator as laid down in the decision in 1953 1 All E.R. 327. In such a case the arbitration is directed by agreement, is not a public body, the authority of the arbitrator does not depend on any statutory jurisdiction and he is a private tribunal set up as arbitrator by agreement. Section 10 A (1) is but a provision which enables parties to refer their disputes, if they want, to an arbitrator of their choice. So too the Arbitration Act, 1940, enables parties to refer disputes to arbitration. There are provisions in that Act which regulate and govern arbitration proceedings but for that reason alone, an arbitrator nominated by the parties cannot be considered to be a statutory arbitrator within the scope of Lord Goddard's definition. The award under the Arbitration Act, 1940, is made enforceable by a special procedure, so too is the arbitration award under S. 10 A, but this is only as part of the law of arbitration as codified by the two statutes. The fact that in the instant case the choice of the individual of the arbitrator was left to the State Government by the parties could not alter the position.

Further on the facts of the instant case it could not be contended that the arbitration agreement was not dated as it did not relate to any "industrial dispute" as defined in S. 2 (k) of the Act. An interpretation of a clause in the award is not per se equivalent to an industrial dispute, but if on account of differing interpretations an industrial dispute exists or is apprehended, S. 10A would come into play. In the instant case the dispute related to the implementation and mode of enforcement of the award fixing incremental wage-scales. A dispute relating to the scales of pay and to dearness allowance and to the mode of enforcement is a dispute relating to "the terms of employment" or the conditions of labour" within the meaning of S. 2 (k) of the act. Hence the arbitration agreement in the instant case could not be challenged for want of jurisdiction.

*(1961 - I - L.L.J. p.p. 81—82 )*

## IN THE HIGH COURT OF JUDICATURE, KERALA.

(A.S. No. 202 of 1960, dated 21st June, 1960 )

*Between*

Shamsuddin

*and*

State of Kerala and others.

(N.B.— The impugned judgment, which is the subject-matter of this appeal has been published in 1960-1 L.L.J. 623).

Industrial Disputes Act, Ss. *2* (k), *2* (s) and 10 Industrial Dispute-Dispute relating to dismissal of three workmen in a commercial concern sponsored by a union consisting of members employed in commercial concerns in the locality - The concerned workmen not members of such union on the date of their dismissal but becoming its members subsequent to their dismissal-Reference of such dispute, in the circumstances, if valid-such dispute, if "Industrial dispute" within the meaning of S. 2 (k) of the Act-The relevant and material date for proving the existence of community of interest among the workmen who sponsored or espoused through their union the cause of individual worker, considered.



It is clear on reading the relevant provisions of the Industrial Disputes Act, 1947, that every controversy between the employer and an association of persons sponsoring the cause of the agrieved workmen, would not amount to industrial dispute, however wide the language of S. 2 (k) of the Act might be. There must be community of interest between the workmen sponsoring the cause and the aggrieved workmen in order to justify the dispute being treated as an industrial dispute. Those sponsoring the cause of individual workers must be in the same employment, in the same association or union or with same class of rights; otherwise the quarrel would be of the workers as individual and beyond the operation of the Act.

Where it is not proved that the cause of the individual workers was taken up by an appreciable number of the workmen in the establishment or by the union (consisting of members employed in similar establishments) of which they were members at the time of dismissal, the reference of such dispute at the instance of such union of which the concerned workmen became members after their dismissal could not be considered valid. It could not be contended that in the latter case mentioned above there is no necessity for the aggrieved persons being members of the union at the time the act giving rise to the dispute had taken place. The community of interest has been insisted upon in order to exclude those who have no immediate and direct interest, from subsequent participation in any un-connected disputes, and the object would be defeated, were such interest be not insisted upon at the initial stages. Otherwise associations, of which the original parties be not members, would subsequently join on any of the aggrieved party's becoming members and persuading the later associates to take up their cause. The possibility of the interest shifting from one association to another would not be then excluded, and it might result in one association succeeding another as party to the dispute. Such consequences are not desirable and could be avoided only by insistence on the community of interest between the aggrieved party and his association being existent at the time the event causing the dispute had happend. The approximate date must further not be such as to allow the plea that the dispute originally concerned individuals. It follows that any hiatus between the end of the act and arising of interest, must be avoided and that we think can only be by insisting on the community of interest not arising at a later date. Therefore, in determining whether the dispute be trade dispute or otherwise, the material time is when the act complained against has happend, and not when the dispute is referred.

(1958-II L.L.J. 290 ... Followed,

1957-I. L.L.J. 135...Referred to.

Case-law referred).

In the instant case the cause of three dismissed workmen employed in a commercial concern was taken up by a union consisting of members employed in similar commercial concerns in the locality. The concerned workmen were not members of such union on the date of their dismissal but they became members of the Union subsequent to their dismissal. Applying the principles stated above to the facts of the instant case, it was held that the reference was invalid as the dispute did not assume the characteristics of "Industrial dispute" as defined in S. 2(k) of the Industrial Disputes Act.

*(1961 - I - L.L.J. p.p. 77-78)*

AIR 1961 ANDHRA PRADESH 15 (V 48 C 5)

**Kondisetti Anjaiah. Appellant V. T. Lakshmaiah, Respondent.**

A. A. O. No. 245 of 1956, D/21-10-1959, against order of additional Commissioner for Workmen's Compensation Andhra, D/30-5-1956.

Workmen's Compensation Act (1923), S.3(i) - Accident arising out of and in the course of employment - Test to determine.

In determining whether an accident had arisen out of and in the course of a person's employment, it is enough if it is established that (1) at the time of the accident he was in fact employed on the duties of his employment; (2) that it occurred at the place where he was performing those duties; and ( ) that the immediate act which led to the accident is not so remote from the sphere of his duties as to be regarded as something foreign to them. 1912 AC 44 and 1914 AC 62 and 1917 AC 127, AC Rel. on AIR 1933 Cal 220 and AIR 1933 Cal 513, Distinguished.

Thus where the workman was doing his work of attending a saw in the mill as a helper at the time of the accident and it was while he was in the act of helping in the cutting of the logs in the correct and proper manner by keeping the log in the guided area, which he attempted to do by pushing the log into position, that he sustained the accident;

Held that not only did the accident occur in the course of the fulfilment of his duties, but it directly arose out of his employment. The three conditions required to be fulfilled to entitle a workman for compensation indicated above were satisifed in the case, and consequently the workman was entitled to compensation under the Act.

| Cases Referred: Courtwise Chronological | Paras |
|---|---|
| ('33) AIR 1933 Cal 513 (V 20): 144 Ind Cas 701 Nawab Ali v. Hanuman Jute Mill | 6 |
| ('33) AIR 1933 Cal 220 (V 20): ILR 60 Cal 421, Gouri Kinkar Bhakat v. Radha Kissen Cotton Mills | 6 |
| (1904) 1904-2 KB 32: 73 LJ 510, Andrew v. Failsworth Industrial Society | 11 |
| (1909) 1902-2 KB 635 78 LJ KB 994, Craske v. Wigan | 11 |
| (1912) 1912 AC 44: 81 LJ KB 213. Barnes v. Numery Colliery Co. Ltd. | 10, 12 |
| (1914) AC 62: 83 LJ KB 197, Plumb v. Cobben Flour Mills Co. Ltd. | 11 |
| (1917) 1917 AC 127: 86 LJ PC 102, Simpson v. Sinclair | 11 |



*(Reproduced from All India Reporter - January 1961, Andhra Pradesh, pp 11-12)*

CASE UNDER THE PAYMENT OF WAGES ACT, 1936.

IN THE HIGH COURT OF JUDICATURE, BOMBAY.

Special Civil Application No. 1322 of 1959.

*Balaram Abaji Patil* v. *M. C. Ragoji Wala.*

The payment of Wages Act., 1936-Whether the definition of "wages" in the Payment of Wages Act covers statutory wages as distinguished from contractual wages.

Two objections to the jurisdiction of the Authority under the Payment of Wages Act were raised by the employer, Respondent No. 2. Of these objections, one was rejected but the other was accepted by the Authority, and the petitioners' application was dismissed. The employer's contention that the Authority under the Minimum Wages Act had exclusive jurisdiction to issue directions to an employer for the payment of the difference between minimum wages and the amounts actually paid, was rejected by the Authority. The authority held that where the workers were covered, as in the present case, by both the Acts, the remedy to apply under the Payment of Wages Act was not barred on account of there having a similar remedy under the Minimum Wages Act. With this view the High Court agreed.

However, on the objection accepted by the Authority that the jurisdiction of the Authority under the Payment of Wages Act was confined to the granting of wages stipulated by contract and did not extend to claims based upon statute, the Court disagreed with the Authority. Explaining that the minimum wages claimed by the petitioners were "wages" within the definition of that terms. 2 (vi) of the Payment of Wages Act, the Court held that the Authority was in error in finding the issue in the negative.

In the result, the Court set aside the order of the Authority and replaced it by a direction that Respondent No. 2 should pay to the petitioner the amount claimed.

*(Republished from at the Labour Gazette Maharashtra, October, 1960 page 218)*

AIR 1961 CALCUTTA 60 (V 48 C 11)

Anil Kumar Upadhaya, Petitioner v. P. K. Sarkar and others, Respondents.

Matter No. 48 of 1960, D-4-7-1960.

**Industrial Disputes Act (1947) SS 11-18-Power of Industrial Tribunal to add parties-Tribunal has power to summon parties other than parties**

to order or reference-Such parties need not belong to class of employers or workmen.

There is no express provision in the Act or the Rules framed thereunder for adding any party to the adjudication proceedings other than parties to the reference, by the adjudicating court or tribunal. But from the provisions of S. 18 (3) (b) it is to be implied that the Tribunal has power to summon parties other than parties to the order of reference, to appear in the proceedings as parties to the dispute. This has a refernnce to proper and necessary parties, and such parties need not necessarily belong to the category of emplopers or workmen. AIR 1954 MAD 369 and AIR 1954 Mad 686 Rel. on.

Section 18 (3) (b) clearly contemplates that not only there should be a summons to appear but that the party summoned should have an opportunity to show that he has been summoned without proper cause. Such an opportunity cannot be said to be given when the party is added as a party without any notice to him, and is compelled to join in the whole reference proceedings. It is not necessary to add such a party at all; it is sufficient to summon such a party to appear in the proceedings as party to the dispute. However, after the summons has been served, or a show cause notice why such a notic should not be served, and he has an opportunity of showing cause, it would not be illegal to put him formally on the record as a party, if the tribunal thinks that it would be more conveneint for the purposes of the adjudication proceedings. AIR 1954 MAD 586, Not foll.

Where a provident fund is vested in trustees a dispute regarding the change of the Provident Fund Rules requires that the trustees should be made parties to the proceedings (1952) 1 Lab. LJ. 631 (LATI—All), Rel. on

Cases referred: Courtwise choronological paras ('52) 1952-1 Lab LJ 631 (LATI-All), Shahjahanpur Electric Supply Co.. v. Their employees.

('54) AIR 1954 1254 Mad 369 (V 41): ILR (1954) Mad 463, P. G. Brookes v. Industrial Tribunal, Madras.

('54) AIR 1954 Mad 686 (V 41): 1954-1 Mad LJ 266, Radha Krishna Mills Ltd. v. Special Industrial Tribunal, Madras.

E. R. Meyer, for Petitioner: K. C. Mookerjee, for Respondent.

*(Reproduced from the All India Reporter January 1961 Cal. p 60.)*

# CURRENT LABOUR LITERATURE

List of important books and articles published.

## BOOKS.

American Workers' Fact Book, 1960 $1. 50 United States Department of Labour (Superintendent, U. S. Government Printing Office, Washington 25, D. C. $1.50.

Cotton Textile Industry in U.S.A., Japan, West Germany, France and Switzerland—National Productivity Council, New Delhi, 1960 – Rs. 3.00

Current Problems of Labour in India Labour Bureau, Ministry of Labour and Employment, Government of India, 1960 - Rs. 6.50.

Indian Labour Statistics, 1960 - Labour Bureau, Ministry of Labour and Employment, Government of India - 1960 - Rs. 5. 25.

Third Five-Year Plan: A Draft Outline—Planning Commission, Government of India, New Delhi, 1960 - Rs. 1. 50.

Why Labour Leaves the Land: A comparative study of the movement of Labour out of agriculture-International Labour Office, Geneva, 1960 £0. 13. 6.

## ARTICLES OF INTEREST

An appreciation of Legal Trends in Industrial Relations—Negotiations - Ceylon Labour Gazette December, 1960.

Good Industrial Relations by Ellis O Keller Ceylon Labour-Gazette - November, 1960.

The Growth of Union Welfare Funds by Ark Starr—The Indian Worker 21 November, 1960.

Industrial Labour – Its Medical Aspects by Dr. H. P. Dastur – Indian Labour Journal December 1960.

Labour Administration in Ceylon by S. Rasaratnam Ceylon Labour Gazette September 1960.

Labour Conditions in the Philippines Sugar Industry by J. C. Dikshit—'The Indian Worker' - 14 Nov. 1960.

The Multiple Roles of Welfare Officers in Indian Factories by Philip Thomas and Monro Berkowitz – Indian Labour Journal Dec. 1960.

National Upliftment and Progress by Dr. Visvesvaraya – Small-industry – Oct. – Nov. 1960.

A New Philosophy for Labours by Gus Tylor—The Indian Worker, 28 November 1960.

A Philosophy for Management Training by David S. Burges - American Labour Review, Dec. 1960.

Social Services and Public Expenditure in Sweden Recent developments and Problems by Peter Heinig—Industrial and Labou; Relations Review, Newyork, July 1960.

A University Report on Labour Education by Fred K. Hoehler Jr. - The Indian Worker 26 Dec. 1960.

Worker Productivity and Outside Plant Life by K. Srinivasan — Productivity, Oct. - Nov. 1960.

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## BOOK NOTES AND REVIEWS

**The Trade Union Situation in the United States: Report of a Mission from the International Labour Office, Geneva 1960. 148 pages. Price S. 1. 25 7 sh. 6 d.**

This is an exteremely valuable document prepared by the new Freedom of Association Survey Division set up by the International Labour Office in Jaunary 1959 to carry out factual surveys regarding the Freedom of Association in various countries. This Report relates to the situation obtaining in the United States.

In the preamble of the constitution of the International Labour Organisation, universal recognition of the principle of the Freedom of Association is cited as one of the primary objectives.

Two important conventions known as conventions 87 and 98 have been prescribed by the I. L. O. on the subject of "Freedom of Association and Protection of Right to Organise" and "Right to Organise and Collective Bargaining". These two conventions are supplemented by two recommendations namely "Collective Agreements Recommendation, 1951" and "Voluntary Conciliation and Arbitration Recommendation 1951".

The first convention establishes the right of workers and employers to join organisations of their own choosing without previous authorisation and to elect their own representatives without interference by public authorities. The Second Convention provides that workers enjoy adequate protection against acts of anti-union discrimination in respect of their employment and against interference by employers. The convention No. 87 has been ratified by some 43 Nations while the convention No. 98 has been ratified by some 44 countries.

Workers' organisations throughout the world who look to the I. L. O. for protection of trade union freedom cite these conventions for guidance.

The I. L. O. has also provided for a special Committee on the Freedom of Association to investigate complaints about any infringements.

Besides the machinery mentioned above, the I. L. O. on the invitation of the Governments of the U. S. A. and the U. S. S. R. has set up a standing mission to carry out factual surveys on subjects touching the question of Freedom of Association in various countries. The Report under review relates to the situation in the United States from the point of view of trade union Freedom of Association.



The Report is appropriately divided into three parts, analysing the position from the standpoint of the operation of the existing laws and statutes on Trade Unions, the attitude of the employers in relation to workers' organisations and the manner of internal functioning of the Trade Unions in the United States. The Mission gathered their material not only from the tripartite point of view but also from Congressmen, Journalists and University Professors who have made a close study of the subject. The Mission visited about 13 States in the U. S. A. to obtain a comprehensive view of the situation.

Unfortunately, the Report which is a model of objectivity has comprised within a volume of 148 pages matter which would require several tomes for an adequate presentation.

To understand the present Trade Union situation in the United States, it should be remembered that the constitution of the States is Federal. Not only the Federal Government but also the States and countries exercise jurisdication over trade union matters. It is interesting to know that there are State Laws and municipal ordinances in existence requiring Union Organisers to register and in some cases to pay a substantial some for each new member they recruit.

American trade union movement has had to face various vicissitudes before reaching the present position. It was only in 1842 when the Supreme Court of Massachusettes ruled that it was not illegal to join a union for the improvement of service conditions, Freedom of Association for trade unions was for the first time given recognition. Reference has been made to the weapon of injunctions to which employers resorted, later to break strikes. Use was made of 'yellow dog' contracts, which obliged workers to agree that they would not join any union. This position was met only in 1932, when Norris La Guardia Act was enacted.

It was only after Roosevelt's intervention and the passage of Wagner Act, trade unions secured real rights of Freedom of Association for trade union purposes resulting in considerable rise in union membership. This again aroused the indignation of the employers who were able to secure the passage of Taft Hartley Act which curtailed several rights such as compulsory union membeship contracts etc. Another controversial measure passed in 1959 known as Labour—Management Reporting and Disclosure Act has been bitterly criticised by American Trade Unions.

Nevertheless there are 18 million trade union members in the U.S.A. but this represents only one quarter of the total working force (including farmers and self employed) and one third of workers in non-agricultural employment.

Agricultural workers are practically unorganised and Government employees excepting the postal workers and those in 'blue collar' trades are poorly organised.

In spite of all sorts of contradictory forces in operation, the employer-employee relations are not gloomy. There are in existence 150,000 collective agreements, a majority of which have been concluded without strikes and legal counsel. Even so, collective agreements require considerable assistance of lawyers for drafting and no important trade union remains without invoking the services of part time or full time legal consultants not only in drafting the agreements but in implementing them properly.

While there is Freedom of Association for trade union workers among those employed in Federal, State or municipal service in varying degrees the right to go on strike is not recognised for this category of employment.

In view of the technological developments such as automation the nature of employment is undergoing far reaching changes and the number of non-manual workers difficult for recruitment is on the increase. This is affecting the pattern of the organised.

Another aspect of the trade union situation in the United States is the continued existence of colour bar though diminishing and the tacit understanding between employers and the trade unions to eliminate from membership subversive elements under the provisions of the Subversive Activities Control Act 1950 and the Communist Control Act 1954. To the above extent, there may be criticism that there is abridgement of the Freedom of Association not to be found in our country.

The abuses in the internal working of certain trade unions in the U.S.A. brought out by McClellan Committee have resulted in a healthy reaction among the trade unions who have accepted a new code of ethical practices to provide for better democratic functioning of the unions.

Every student of trade unionism must read a copy of this valuable report giving an impartial version.

S. G.

# NOTIFICATIONS



**Amendent to Employees' Provident Funds Scheme**

*Fort Saint George, January 17. 1961.*

**II-I No. 223 of 1961.**— The following notification of the Government of India, Ministry of Labour and Employment. dated 24th December 1960, is republished:—

G.S.R. 1548.—In exercise of the powers conferred by sub-section (1) of section 7 of the Employees' Provident Funds Act, 1952 (19 of 1952), the Central Government hereby makes the following scheme to further amend the Employees' Provident Funds Scheme, 1952, namely :—

1. This Scheme may be called the Employees' Provident Funds (Amendment) Scheme 1960.

2. In the Employees' Provident Funds Scheme, 1952, in clause (b) of sub-paragraph 3 of paragraph 1 sub-clause (xv) shall be renumbered as sub-clause (xvi) thereof and the following shall be inserted as sub-clause (xv) namely :—

"(xv) as respect of factories relating to rice, flour and dal milling industries covered by the notification of the Government of India in the Ministry of Labour and Employment, No. G.S.R. 1443, dated the 24th November 1960, come into force on the 31st December 1960".

**Amendment to Notification under Employees State Insurance Act**

*(G. O. Ms. No. 184, Industries, Labour and Co-operation (Labour), 11th January 1961).*

**II—1. No. 224 of 1961.**— In exercise of the powers conferred by section 74 of the Employees' State Insurance Act, 1948 (Central Act XXXV. of 1948) the Governor of Madras hereby makes the following amendment to Industries, Labour and Co-operation Department Notification S.R.O. No. 1819 of 1960, dated the 12th March 1960, published at page 450 of Part I of the Fort St. George Gazette, dated the 23rd March 1960.

AMENDMENT.

In the said notification, for the words the local area within the limits of Palanganatham revenue village, Udayarpalayam taluk, Tiruchirapalli district, the following shall be substituted, namely:—

" the areas mentioned hereunder—

(i) the local area within the limits of Palanganatham revenue village, Udayarpalayam taluk, Tiruchirappalli district.

(ii) (a) the local area comprised within the limits of the revenue villages in Tiruchirappalli town, and district.

(b) the local area within the limits of revenue villages of

(a) Abishekapuram,
(b) Inam Sengulam,
(c) Inam Tennur,
(d) Dhamalavarupayam,
(e) Edamalaipatti Putur,
(f) Sempattu, hamlet of Kottapettu village,
(g) Inam Jambukeswaram,
(h) Vellithirumutham,
(i) Kallikudi,

(j) Ariyamangalam,
(k) Tennur,
(l) Inam Periavadavur,
(m) Tharanallur,

in Tiruchirappalli taluk and district, and

(iii) the local area comprised within the limits of revenue village of Thudaiyur in Kolathur taluk in Tiruchirappalli disritct.

**Date of coming into force of Employees' Provident Funds (Amendment) Act.**

*Fort St. George, January 7, 1961.*

II- No-I 225 of 1961.— The following notification of the Government of India, Ministry of Labour and Employment, dated 21st December 1960 is republished:—

S.O.3092.—In exercise of the powers conferred by sub-section (2) of section 1 of the Employees' Provident Funds (Amendment) Act, 1960 (46 of 1960), the Central Government hereby appoints the 31st day of December 1960, as the date on which the said Act shall come into force.

**Amendments to Minimum Wages (Central) Rules**

*Fort St. George, Januray 3, 1960.*

S.R.O. No. A-56 of 1961.

The following notification of the Government of India, Ministry of Labour and Employment, New Delhi, dated the 16th December 1960, is republished :—
G.S.R. 1523.—In exercise of the powers conferred by clauses (i) and (k) of sub-section (2) of section 30 of the Minimum Wages Act, 1948 (11 of 1948), the Central Government hereby makes the following rules further to amend the Minimum Wages (Central) Rules, 1950 the same having been previously published as required by sub-section (1) of the said section, namely :—

AMENDMENTS

1. These rules may be called the Minimum Wages (Central) Amendment Rules, 1960.

2. In rule 26-A of the Minimum Wages (Central) Rules, 1950 (hereinafter referred to as the said rules), after the figures and brackets " 26(1)", the words, figures and brackets and the muster roll required to be maintained under rule 26(5)", shall be inserted.

3. In Chapter IV of the said rules after rule 26-A the following rule shall be inserted, namely :—

" 26-B, Production of registers and other records .— All registers and records required to be maintained by an employer under these rules shall be produced on demand before the Inspector :

Provided that where an establishment has been closed, the Inspector may demand the production of the registers and records in his office or such other public place as may be nearer to the employer."

**Amendments to the Payment of Wages (Mines) Rules**

*Fort St. George, January 10, 1961.*

S.R.O. No. A-57 of 1961

The following notification of the Government of India, Ministry of Labour and Employment, New Delhi, dated the 31st December, 1960, is republished:—

S.O.3161.—I.W.A./Mines/Rules/Am.—In exercise of the powers conferred by sub-sections (2), (3) and (4) of section 26 read with section 24, of the Payment of Wages Act,



1936 (4 of 1936), the Central Government hereby makes the following rules to further amend the Payment of Wages (Mines) Rules, 1956, the same having been previously published as required by sub-section (5) of the said section 26, namely:—

1. These rules may be called the Payment of Wages (Mines) Amendment Rules, 1960.

2. In the Payment of Wages (Mines) Rules, 1956 hereinafter referred to as the said rules, in sub-rule (2) of rule 17, for the words, figures and brackets "the Measure of Length Act, 1889 (2 of 1889), and the Standards of Weights Act 1939 (9 of 1939) the words figures and brackets "the Standard of weights and Measures Act, 1956 (89 of 1956)," shall be substituted.

3. In the said rules, in rule 22, for the word and figures "17 or 18", the word and figures " 17, 18 or 19", shall be substituted.

**Amendments to Madras Industrial Disputes Rules**

*(G.O. Ms. No. 52, Industries, Labour and Co-operation (Labour), 4th January 1961.)*

S.R.O. No. A-58 of 1961.

In exercise of the powers conferred by section 38 of the Industrial Disputes Act, 1947 (Central Act XIV of 1947), the Governor of Madras hereby makes the following amendments to the Madras Industrial Disputes Rules, 1958, published with the Industries, Labour and Co-operation Department Notification S.R.O. No. A. 8258 of 1958, dated the 18th December 1959 at pages 1 to25 of Part I of the Fort St. George Gazette Extraordinary, dated the 27th December 1958, the same having been previously published as required by sub-section (1) of the said section.

AMENDMENTS.

In the said rules.—

(a) after rule 60, the following rule shall be inserted, namely.—

"60A. Notice of lay-off.—(1) If any workman employed in an industrial establishment as defined in the Explanation to section 25A (not being an industrial establishment referred to in sub-section (1) of that section) is laid off then, the employer concerned shall give notice of commencement and termination of such lay-off in Forms Q1 and Q2 respectively within seven days of the end of the calendar month in which the lay-off commences and that in which it concludes, as the case may be.

(2) Such notices shall be given by an employer in every case irrespective of whether in his opinion, the Workman laid off is or is not entitled to compensation under section 25C."

(b) in the Schedule, after Form "Q", the following Forms shall be inserted. namely:—

**FORM Q1**

(See rule 60A)

Notice of commencement of lay-off.

To

The Conciliation Officer (having jurisdiction over the industrial establishment).

Sir,

Under Rule 60A of the Madras Industrial Disputes Rules. 1958, I/We hereby inform you that I/We have laid off

out of a total of *

workmen employed in the establishment with effect from the+ the reasons explained in the annexure.

2. Such of the workmen concerned as are entitled to compensation under section 25C of the Industrial Disputes Act, 1947, will be paid compensation due to them.

Yours faithfully,

@ ....................................

Copy to the Commissioner of Labour,

Chepauk, Madras-5.

* Here insert the number of workmen.

+ Here insert the date.

@ Here insert the position which the person who signs the letter holds with the employer issuing the letter.

The Annexure.

Statement of reasons.

FORM Q 2

(See Rule 60A)

Notice of termination of lay-off

To

The Conciliation Officer

(having jurisdiction over the industrial establishment).

Sir,

As required by rule 60A of the Madras Industrial Disputes Rules, 1958, and in continuation of my/our notice dated the *.....................in Form Q1, I/We hereby inform you that the lay-off in my/our establishment has ended on the*....................................

Yours faithfully,

@.....................

Copy to the Commissioner of Labour,

Madras-5.

* Here insert the date.

@ Here insert the position which the person who signs the letter holds with the employer issuing the letter."

(*G.O. Ms. No. 165, (Labour), Department of Industries, Labour and Co-operation dated 10th January 1961.*)

In exercise of the powers conferred by section 38 of the Industrial Disputes Act, 1947 (Central Act XIV of 1947), the Governor of Madras hereby makes the following amendment to the Madras Industrial Disputes Rules, 1958 published with the Industries, Labour and Co-operation Department Notification S.R.O. No. A-8258 of 1958, dated the 18th December 1958, at pages 1-25 of Part 1 of the Fort Saint George Gazette Extraordinary dated the 27th December 1958, the same having been previously published as required by sub-section (1) of the said section.

AMENDMENT

In the Schedule to the said rules, in Form 'B' before the words "Number and broad description of the categories of workmen covered by the settlement", the symbol "+" shall be prefixed.

Amendment to payment of wages (Procedure) Rules.

(*G. O. Ms. No. 5900. Industries, Labour and Co-operation (Labour), 24th December 1960.*)



S.R.O. No. A-53 of 1961.

In exercise of the powers conferred by sub-sections (2) and (3) of section 26 of the Payment of Wages Act, 1936 (*Central Act IV of of 1936*), the Govenor of Madras hereby makes the following amendments to the Payment of Wages (Procedure) Rules, 1937, in their application to factories and Industrial estalishments except in relation to railways, mines and oil fields published with the late Development Department Notification dated the 18th March 1937, at pages 477-479 of Part I of the Fort St. George Gazette, dated the 23rd March 1937, *as subsequently* amended, the same having been previously published as required by sub-section (5) of the said section 26 :—

AMENDMENTS

In the said rules –

(1) in rule 2, after clause (g), the following clause shall be inserted, namely :—

"(gg)record of order or direction", means the record of an order dismissing either wholly or in part an application made under sub-section (2) of section 15 or of a direction made under *sub-section (3) or sub-section (4) of that section* kept in Form 'F'.

(2) in sub-rule (3) of rule 9, for the words and letter "record of direction in Form F", the words "record of order or direction", shall be substituted ;

(3) in rule 10, for the words, "a Record of Direction', the words "the record of order or direction", shall be substituted ;

(4) in rule 12 –

(i) for sub-rule (1)' the following sub-rule shall be substituted, namely :—

"(1) An appeal shall be preferred *in duplicate in the form* of a memorandum, one copy of which shall bear the prescribed court fee, setting forth concisely the grounds of objection to the order dismissing either wholly or in part an application made under sub-section (2) of section 15 or a direction made under sub-section (3) of sub-section (4) of that section, as the case may be and shall be accomponied by a certified copy of the *said order or direction*";

(ii) in sub-rule (3), for the word "direction". the word "order or direction," shall be substituted ;

(5) *in Form F* –

(i) for the heading "Record of direction", the heading "Record of order or direction", shall be substituted;

(ii) for item (7), the following item shall be substituted, namely :—

"(7) Finding, and, in the case of an order dismissing either wholly or in part an applcation made under sub-section (2) of section 15 or of a direction made under sub-section (3) or sub-section (4) of that section, a brief statement of the reasons thereof".

**Soldiers' Sailors' & Airmen's Board Organisation, Madras State.**

The Madras State Soldiers', Sailors' and Airmen's Board with its Headquarters at Madras and the District Soldiers', Sailors' and Airmen's Boards, one in each District *Headquarters except* the Nilgiris, have been administered by the Government of Madras during the year 1960. These Boards have been set up in order to attend to the welfare of ex-servicemen and their departments. As thousands of ex-servicemen have returned to their homes scattered all over the State at the close of the last World War, the Government have come forward to organise welfare work for them.

The Madras state Soldiers'. Sailors' Airmen's Board which functions under the Director of employment controls and co-ordinates the work carried out by the District Soldiers',Sailors',and Airmen's Boards in the Districts. Besides,the Madras State Soldiers', Sailors' and Airmen's Board Administers the Madras State Ex-services Personnel Benevolent Fund which has been constituted to give financial relief to destitute exservicemen and their dependents, meet pocket expenses of ex-servicemen, under-going treatment in Sanatoria /

Leprosoria to the extent of Rs. 7/- per head per mensem, render immediate spot assistance to ex-servicemen stranded in the City of Madras, meet the training charges of six disabled ex-servicemen per year at the Queen Marry's Technical School, at the rate of Rs. 50/- per head per mensem and give lump sum grants to disabled ex-servicemen to resettle them in civil life so that they may run a small business and supplement their disability Pension.

During 1960, the Madras State Soldiers', Sailors' and Airmen's Board has sanctioned grants to a tune of about Rs. 15,000/- to 268 ex-servicemen. Besides, a sum of Rs. 6,260/- has been sanctioned as loans to 58 ex-servicemen employees who were in financial distress.

At the instance of the Government of India, 7th of December is observed every year as the Flag Day, to commemorate those who died or were wounded during the last War. This occcasion is also availed of for raising funds for welfare and rehabilitation work. For the Flag Day observed on the 7th December, 1960, a target of Rs. 1,32,000/- has been set, of which nearly Rs. 8,000/- has so far been collected. It is expected that about a lakh of rupees will be raised for the Flag Day Fund.

In the Post War years, District Ex-services Centres were constructed, to serve as places of rest and recreation for ex-servicemen coming from various parts of the District. These ex-services Centres, eight in number, are located at the District Headquarters of Tirunelveli, Madurai, Tiruchirapalli, Thanjavur, North Arcot, South Arcot, Coimbatore and Salem. There is a proposal to construct two more Centres, one at Srivilliputhur in Ramanathapuram District and the other at Madras. Besides, there is a Soldiers' Club at Krishnagiri which has been functioning for the last eleven years.

During 1960, the District Soldieers', Sailors' and Airmen's Boards in this State have dealt with 54,959 representations from ex-servicemen, families of serving soliders and dependants of deceascd personnel and also interviewed 23,448 persons for rendering various types of assistance.

1563 *bona fide* certificates for assignment of lands and 61 certificates for educational concessions to children and dependants of ex-servicemen were issued. Scholarships to 21 dependants of ex-servicemen were also obtained from the Corps Benevolent Funds.

A sum of Rs. 45,418-76 np was received from the Armed Forces Record Offices as Final Settlement of accounts in respect of 575 persons. Out of this, Rs. 43,548-36 nP has been disbursed.

On the recommendation of the District Soldiers', Sailors' and Airmen's Boards, grants amounting to Rs. 75,094-49 nP. were secured from the various Army Benevolent Funds and disbursed to 508 ex-servicemen and their dependants.

99 T. B. patients and 40 leprous patients were admitted for treatment in the various Sanatoria. Besides, 98 were treated in the nearby Military Hospitals and 419 persons in the Government Headquarters Hopitals. 5 cases were referred to the Artificial Limb Centre, Poona for the supply of new or repair of old artificial limbs.

573 cases of Service Pension, 390 family pension, and 553 cases of disability pension were initiated. Out of the outstanding claims, 476 life pensions, 121 family pensions and, 243 disability pensions cases have been sanctioned.

During the period 4,470 ex-servicemen/women were registered at the Employment Exchanges in this State and 867 were placed in employment.

## CODE OF DISCIPLINE IN INDUSTRY.

**(Ratification by Unions and Employers unaffiliated to any Central Organisations)**

At the 15th Session of the Indian Labour Conference held in New Delhi in July 1957, certain basic principles were laid down for adherence by both employers and workers. A sub committee appointed for this purpose evolved a code of discipline in industry which was adopted by Standing Labour Committee at its 16th session held in October, 1957. The idea underlying the code is that apart from the provisions contained in labour laws some principles and procedures should be voluntarily accepted by the employers and workers in order that discipline may be maintained in industry. To this end in view, the code lays down norms of behaviour both for employers and workers. The code was ratified by the representatives of the Central employers' and workers' organisations at this conference. In consequence organisations whether of employers or workers affiliated to any of the Central organisations which have ratified the code will therefore be bound by the code.



A list of the Trade Unions and employers' organisations not affiliated to any Central organisations which have ratified the code during the month of December, 1960 as observed from the reports of the Labour Officers of this State is given below A list of Trade Unions and managements not affiliated to any Central Organisations which have ratified the code during the month of November 1960 has been published in December, 1960 issue of the Madras Labour Gazette.

### LIST

**Employers.**

1. The Associated Drug Company (Private) Limited, Yercaud.
2. Chellam Transports, Tiruchengode.
3. V. Rajamanickam Pillai Motor Service, Tiruchengode.
4. Kumar Engineering Works, Salem-2.
5. Sri Lakshmi Printing Works, Salem.
6. Sri A. S. Sundaram Industrial Mines, opposite to Subramania Nagar, Salem-5.
7. Sri K. N. Sundarajan, jewellary, 109, Main Road, Shevapet, Salem-2,
8. S. K. P. Power Press, Salem-1.
9. Sri S. R. Srinivasam Pillai, 28/352, East Street, Kumaraswamipatti, Salem-1.
10. Renga Soap Works, Salem-2.
11. Sri A. Srinivasan, Commission Agent, Leigh Bazaar, Salem-2.
12. Ramajayam Transports, Namakkal.
13. M. S. Salamath Transports, Nammakkal.
14. S. B. Sri Ranga Vilas Motors (Private) Limited, Krishnagiri.
15. B. K. P. M. Bus Service, Krishnagiri.
16. Sri Sarojini Bus Service, Krishnagiri.
17. The Mettur Spinning Mills, Mettur Dam.
18. Indian Metal and Metallurgical Corporation, Mettur Dam.
19. Syed Nizamuddin, Tajmahal Beedi Factory, Madras-21.
20. V. M. P. Metals and Alloys Company, Salem.

**Trade Unions.**

1. Mettur Spinning Mills Workers' Union' Mettur Dam.
2. Mettur Metal and Metallurgical Corporation Workers' Union, Mettur Dam.
3. Chingleput District National Workers' Union, Pallavaram.
4. Press Binding Workers' Union, Tuticorin.
5. Tirunelveli Goodshed Brokers' Mattuvandi Workers' Sangam, Tirunelveli.
6. Pettai Spinning Mills Workers' Union, Tirunelveli.
7. Salavai Thozhilalar Sangam, Sankaranainar Koil.
8. District Motor and Lorry Transport Workers' Union, Tirunelveli.
9. Madras Gymkhana Club Employees' Union: Madras.
10. Managaratchi Munnetra Oozhier Sangam, Madras.
11. Indian Railways Sanitary Inspectors Association, Madras-12.
12. Paramakudi Pottery Workers' Union, Paramakudi.
13. Paramakudi Emaneswaram Co-operative Societies Employees' Association, Paramukudi.
14. Mettur Galvanizing Plant Workers' Union, Mettur Dam.
15. The Vivekananda College and Hostel Employees' Association, Madras-2
16. The Madras State Glass Workers' Union, Madras-21
17. Harrison & Group Companies Workers' Union, Madras-14.
18. Moideen Tobacco Company Employees' Welfare Union, Kumbakonam.

# STATISTICAL SUPPLEMENT

**1. Statement showing the details of agreements brought about by conciliation Officers under Sec 12(3) of the Industrial Disputes Act, 1947, during the month of December, 1960.**

| *Serial No.* (1) | *Name of the Establishment.* (2) | *Date of agreement.* (3) | *Points in dispute.* (4) | *Nature of Settlement.* (5) |
|---|---|---|---|---|
| 1. | Casino Talkies, Madras Wellington Talkies, Madras, Select Talkies, Madras Prabhat & Saraswathi Talkies, Madras. Crown Talkies, Madras. | 26—12—60 | Fixation of scales of pay, D.A. etc. | Agreed to fix the scales of pay of different categories of workers and to pay D.A. at 3 annas per point over 130 points of the Madras Costs of Living index. Also agreed to grant retirement benefit at the rate of one month's basic wage plus matinee allowance for each. year of service. |
| 2. | Jawahar Mills Ltd., Salem. | 19—12—60 | Introduction of 2 cone winders | Agreed to provide work to all the reelers for 21 days in a month & to grant them leave earned at the rate of one day for every 20 days. |
| 3. | Rajendra Mills Ltd., Salem. | 24—12—60 | Strike and work load. | Agreed to call of the strike with effect from 26-12-60. Also agreed to leave the issue of fixation of workload of the work in Textool Frame to the arbitration of the SITRA. Pending decision the workers will continue to attend four sides. |
| 4. | Indian Steel Rolling Mills Ltd., Nagapattinam. | 30—12—60 | Wage increase dearneas allowance, bonus etc. | Agreed to count adhoc allowance of 2¼ annas per day now drawn by the workers for pinposes of calculation of P.F. production bonus, gratuity & annual bonus. Also agreed to increase the d.a. from 2¼ annas to 2½ annas per point of cost of living index of Tiruchirapalli centre beyond the first 100 points. |
| 5. | A.V.M. Studios, Madras-26. | 7—12—60 | Fixation of wage scales, d.a. etc. | Agreed to fix the scales of wages of the different categories of workers Also agreed to grant 10 festival holidays 10 days casual bave, 15 days sick leave and 15 days privilege leave for every year. |



| (1) | (2) | (3) | (4) | (5) |
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| | | | | Agreed to institute a gratuity scheme and to pay bonus till 31-3-1964. |
| 6. | A.V.M. Studios, Vadapalani. | 7—12—60 | Non-employment of a worker. | Agreed lo pay the worker a sum of Rs. 200/- in addition to the earned wages, if any, in full & final settlement. |
| 7. | do | 7—12—60 | do | Agreed to reinstate the discharge—worker without break in service treating the period of unemployment as loave on loss of pay. |
| 8. | East India Tanning Corpn. (A) Keena Shop, Madhavaram Madras-11. | 9—12—60 | Dismissal of a worker | Agreed to pay the worker 15 days wages as notice salary, compensation at the rate of 15 days wages for every year of service leave salary, wages due, if any, in full and final settlement. |
| 9. | Mitra Printing Works, Tirupapuliyur. | 13—12—60 | Bonus | Agreed to raise the wages of Sri. Devarajan and Sri. Sivanayakam to Rs. 45/- and Rs. 40/- respectively and to pay them 1½ months wages as Deepavali bonus. |
| 10. | Vetrivel Press, Tirupapuliyur. | 15—12—60 | Non-employment of a worker | Agreed to pay the worker a sum of Rs. 55/- in full and final settlement. |
| 11. | The Imperial Tobacco Co. of India Ltd., Tiruvottiyur Branch Madras-19. | 8—12—60 | Scales of pay D.A. bonus, etc. | Agreed to fix scales of pay dearness allowances and to pay bonus as laid down in annexure I, II & III to the agreement respectively. |
| 12. | Alagappa Cotton Mills, Rajapalayam. | 7—12—60 | Increase in wage | Agreed to increase the wages of the temporary or daily cooly by 31 nP per day with effect from 1—12—60. |
| 13. | Maruthi Vilas Hotel, Tirnunelvely. | 14—12—60 | Bonus | Agreed to pay the the worker bonus & to provide midday meals every day. |
| 14. | Dharngadhara Chemical Works Ltd., Arumuganeri, Tirunelveli Dist. | 17—12—60 | Leave facilities-increaments | Agreed to grant 7 days sick leave & 7 days casual leave every year. Agreed to increase wages of the casual workers whereever it is less than Rupees two to Rupees twoper day from 19-12-60 |

| (1) | (2) | (3) | (4) | (5) |
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| | | | | Also agreed to grant conveyance allowance of Rupees 3/-to each worker except to those for whom conveyance was provided. |
| 15. | Jayaram Motor Service Rajapalayam. | 22—12—60 | on-employment of a driver | Agreed to pay the worker a sum of Rs. 170/- in full & final settlement. |
| 16. | Sri Balasaraswathi Transport, Palayamkottai. | 23—12—60 | Demand for bonus | Agreed to pay the workers two months basic wages as bonus for the year 1960. |
| 17. | The Pioneer Motor, Tirunelveli Dt. Branch | 27—12—60 | Demand for bonus, wage increase leave etc. | Agreed to pay 16 2/3 per cent of the earned basic wages of each workerman during the year 1958-59 as bonus for the year 1958-59 Also agreed to pay difference in wages due to 2 workers for the period of actual service from 1-7-60 i.e at the rate of Rs. 51/- p.m. less than amount already drawn. Agreed to grant 7 days sick leave with wages every year. |
| 18. | Esties Ready Made Emporium, Tuticorin. | 26—12—60 | Closure | Agreed to pay the workers the amounts agreed upon in the settlement in full & final settlement. |
| 19. | Narayana Mills Ltd., Coimbatore | 2—12—60 | Designation of workers etc. | Agreed to do the work of arber oiling by the 9 doffing boys. Also agreed that the designation of workmen will be entered in that respective tickets with effect from 1-1-1961. |
| 20. | Sundara Raja Textiles, Kalapatti, Coimbatore | 6—12—60 | Bonus for 1959-60. Issue of wage slips etc. | Agreed to drop issue of bonus for 1959-60 & to issue of wage slips to the workers with effect from 1-1-61. Also Agreed that for 36 picks of 7½ hours shifts the weavers shall be paid 5% of the present rate of wages provided they produce not less than 2600 yards of cloth in a month of 25 working days. |



| (1) | (2) | (3) | (4) | (5) |
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| 21. | Santha Knitting Co. Tiruppur. | 8—12—60 | Bonus for 1959-60 | Agreed to pay the workmen 15 days' wages as bonus for the year 1959 - 60. |
| 22. | Murugan Hoisery Works Tirupur. | 8—12—60 | -do- | Agreed to pay the workers who have put in one year of service during the year 1959 - 60. 15 days' wages as bonus. Also agreed to pay the workers who have not completed one year of service one weeks wages as bonus for the year 1959 - 60. |
| 23. | Sri. Balasubramania Dyeing Factory, Coimbatore. | 12—12—60 | -do- | Agreed to pay the workers ½ month's wages as additional bonus for the year 1959—60. |
| 24. | Jayakumar Saya Salai, Coimbatore. | 12—12—60 | -do- | —do— |
| 25. | Mahadevan Dyeing Factory, Coimbatore. | 12—12—60 | -do- | —do— |
| 26. | Sivananda Mills Ltd., Coimbatore. | 12—12—60 | Lay of Compensation etc. | Agreed to pay lay off compensation and to designate the workers suitably with effect from 1—1—61. Also agreed to make permanent the workers who are now receiving occupational wages. |
| 27. | Kamala Industries, Kuniamuthur, Coimbatore. | 14—12—60 | Dismissal of workers. | Agreed to settle the accounts of the worker and reinstate the other 2 workers in service, but without back wages. |
| 28. | Sri Balasubramania Foundry, Patel Road, Coimbatore. | 15—12—60 | Dismissal of 2 workers. | Agreed to pay Rs: 226/- and Rs: 116/- to Sri. S. Palaniswami and Sri. S. Veluswami in full and final settlment. |
| 29. | General Engineering Co. Coimbatore. | 15—12—60 | Dismissal of worker. | Agreed to pay the worker the amount due to him in full and final settlement. |
| 30. | The Coimbatore Murugan Mills Ltd. Coimbatore. | 16—12—60 | Promotion, absorption of old workers etc. | Agreed to give preference to the 6 workers referred to by the Union for promotion based on service and efficiency. Also agreed to give preference for employment in future vacancies to the workers who were thrown out of employment. |

| (1) | (2) | (3) | (4) | (5) |
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| 31. | -do- | 16—12—60 | Designation of workers etc. | Agreed to designate Sri. Rangaswamy as bobbin carier and the doffer as bobbin carrier with effect from1—1—61. |
| 32. | Sri Sarada Mills Ltd., Podanur. | 19—12—60 | Occupation wages | Agreed to pay to Sri. Nagappan Rs. 47/- as basic wage. Also agreed that Sri. Perumal will be paid wages of a stitcher if he works for 5 hours in a day as a belt stitcher. |
| 33. | The Kaleeswara Mills, Coimbatore. | 19—12—60 | Non-employment of a worker and suspension of a worker. | Agreed to employ Sri. Karuppanan in his original job as line jobber and withdraw the suspension order issued to Sri. Pappammal and to warn her. |
| 34. | Certain Textiles Mills in Coimbatore. | 12—12—60 | Basic wages, bonus etc. | Agreed to implement the agreement known as the jobbers' agreement on 24—4—57, in respect of basic wages, annual increment and production bonus. |
| 35. | The Vasantha Mills Ltd., Singanallur. Coimbatore. | 21—12—60 | Non-payment of occupational wages to scavengers. | Agreed to transfer Sri. Karuppan and Sri. Mahali to the Mills and pay them the occupational wages. |
| 36. | Appaswamy Chetty & Co., Madras I. | 3—12—60 | Bonus and reinstatement of workers. | Agreed to pay 40 days' basic wages to all the workers as bonus less the advance amount already paid on 15-10-60. Also agreed to pay to Sri. R. Kannan a sum of Rs. 463.25 Np. in full and final settlement. The case of Sri. M. Sundaraj was dropped. |
| 37. | Newtone Studio, Madras 10. | 6—12—60 | Discharge of a worker. | Agreed to pay to Sri. M. Alai, carpenter a sum of Rs. 1598/90 in three instalments. |
| 38. | Syed Nizamuddin Taj Mahal Beedi, Madras 21. | 7—12—60 | Bonus for 1958-59 increase in D.A. etc. | Agreed to pay a sum equivalent to 7 days' basic wages as additional bonus and to increase the d.a. of the workers by Rs. 2/- with effect from 1—10—60. Also agreed to pay an exgratia amount of Rs. 100/- to Sri. Amanulla in full and final settlement. |



| (1) | (2) | (3) | (4) | (5) |
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| 39. | Jamal Eng. & Jamal Enamel Works, Madras-23. | 17—12—60 | Wage increase | Agreed to increase the wages of the workers as follows: workers drawing wages between Re. 1 & Rs. 1. 99 nP. 31 nP. Workers drawing wage between Rs. 2/-& Rs. 2.99nP. —12½% of the wages drawn. Workers drawing wage between Rs. 3/- and above 6¼% on the present wages. |
| 40. | Sri Krishna Vilas, Madras-1 | 21—12—60 | Closure | Agreed to pay the workers the amounts referred to in the settlement in full & final settlement. |
| 41. | Express carriers Ltd. Madras-1. | 27—12—60 | Discharge of 3 workers | Agreed to pay the 3 workers the amounts referred to in the settlement in full & final settlement. |
| 42. | Gnanodaya Press, Madras-1. | 29—12—60 | Settlement of accounts of 6 workers | Agreed to pay the six workers the amounts referred to in the settlement in full & final settlement. |
| 43. | Rathod Trading Co. Madras-1. | 31—12—60 | Wages increase etc. | Agreed to increase the wages of the workers by an annual increment of Rs. 3/- and to increase the d.a. by an annual increment of Rs. 2/-. with effect from 1-7-61, Also agreed that the daily rated workers whose names are mentioned in the agreement will be paid a monthly salary as noted in the agreement and granted an annual increment of Re. 1/, in addition to the above the daily rated workers will be paid a d.a. of Rs. 2/- with effect from 1-7-61. Agreed to institute a gratuity scheme and to pay an additional bonus of ½ months' basic wages to all the workers for the year 1959-60 and bonus equivalent to 2½ month's basic wages |

| (1) | (2) | (3) | (4) | (5) |
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| | | | | for each year in future irrespective of trading result. Leave facilities will be given to the workers as laid down in M.S.E. Act 1947. |
| 44. | Nalli chinnaswamy Cetty, Madras. | 2—12—60 | Fixation of scales of pay, d.a. etc. | Agreed to fix the scales of Asst. Salesman as 40-3-70 and the salesman on Rs.70-4-90-5-140 and of boys and attenders as Rs. 30-2-40 Also agreed to pay d.a. at Rs. 15/- to salesman & Asst. Salesman & Rs. 10/- to the boys & Attenders. An additional bonus of are month's basic wages will be paid to all the workers for the years 1957-58 to 1959-60. |
| 45. | Nalli chinnaswamy Chetty, Madras. | 2—12—60 | Bonus | Agreed to pay 3 months, basic wages as bonus for the years 1961, 1962 & 1963. |
| 46. | Nalli Chinnaswamy Chetty & Sous, & its branches; Nalli Stores, Mylapore, Head Office 7 & 9/80 Pandy Bazaar Road, Madras-17. | do | Bonus | do |
| 47. | Bharathi Silk House, Madras. | 7—12—60 | Wage increase d.a. etc. | Agreed to fix the scales of wages & d.a. of the workers and to institute a gratuity scheme Also agreed to pay bonus of one month's basic wage for Pongal 1961. and ½ month's basic wages for Pongal & one month's basic wages for Deepavali every year irrespective of profit or loss. |
| 48. | 20th Century Fox Corporation, Madras-2. | 8—12—60 | Settlement of accounts of a worker | Agreed to pay the worker a sum of Rs. 200/- in full & final settlement. |
| 49. | Udipi Lodge Car St., Madras-15. | 12—12—60 | Alleged lock out | Agreed to pay a lump sum compensation of Rs. 1500/- in full & final settlement of the claims of all workers. |
| 50. | Andhra Laundry, Madras-5. | do | Increase in wages, gratuity etc. | Agreed to increase the wages of workers by Rs. 5/- with effect from 1-12-60 and to institute a gratuity scheme. Also |



| (1) | (2) | (3) | (4) | (5) |
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| | | | | agreed to pay 15 days wages as bonus form the year 1959-60. |
| 51. | Western India Paints & Color Co., Madras-16. | 14—12—60 | Wage increase d.a. etc. | Agreed to increase the wages of the workers and to pay ½ month's basic pay as additional bonus for each of the years 1958-59 & 1959-60. |
| 52. | Gemini Studio, Madras. | 15—12—60 | Non-employment of a worker | Agreed to pay the worker a sum of Rs. 1,244/53 nP. in full & final settlement. |
| 53. | Patel India (P) Ltd., Madras. | 23—12—60 | Wage increase P.F. etc. | Agreed to fix the scales of pay & d.a. of all the workers and to change the rate of contribution to the P.F. Also agreed to institute a gratuity scheme and continue to supply uniform. |
| 54. | The Central Co-op. Printing works, Madras. | do | Bonus for 1958-59 and 1959-60. | Agreed to pay an advance of one month's basic pay towards bonus for the year 1958-59 & 1959-60. Also agreed that if no bonus is declared for more years. the said advance will be recovered in equal instalments. |
| 55. | Balu Brothers (P) Ltd., Madras. | 29—12—60 | Discharge of a worker | Agreed to pay the worker a sum of Rs. 60/- in full & final settlement. |
| 56. | Cement Tile & Concrete Products Co. (P) Ltd., Madras-14. | 30—12—60 | Wage increase bonus etc. | Agreed to increase the wages of each of the workers by Rs. 8/- and to pay 2 months wages as bonus for the year 1959-60 tentatively and that this issue will be finally disposed of after the accounts are finalised. |
| 57. | B. N. Press, Madras. | 31—12—60 | Increase in wages, bonus, etc. | Agreed to increase the wages of the workers and to pay 1½ month's basic wages as bonus for the year 1959-60 less the amount already paid. |
| 58. | Nagammal Mills Ltd., Nagercoil. | 30—12—60 | Basic wages D.A. etc. | Agreed that the question of basic wages and d.a. and the stage in which the Mills must be dec- |

| (1) | (2) | (3) | (4) | (5) |
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| | | | | med to be placed along with the question of workloads will be gone into before 1-4-61. All the workmen except reelers will be given an adhoc increments of 8 annas per day and the reelers will be paid one anna per hank. Also agreed to grant earned leave & festival holidays as per the Act and agreed to grant 4 days c.l. with pay every year. Bonus will be paid at 8 1/3% of the total earnings of the workers for the year ending 31st March 1960. |
| 59. | Sri Ram Transports, Satyamangalam. | 6—12—60 | Retrenchment of a worker. | Agreed to pay the worker a sum of Rs. 420/- in full and final settlement. |
| 60. | Haridas Bhagath & Co., (Private) Ltd., Coimbatore. | 8—12—60 | Discharge of a worker. | Agreed to pay the worker a sum of Rs. 40/- in full and final settlement. |
| 61. | Diamond Rice Mill, Tiruppur. | 19—12—60 | Reinstatement of a worker. | Agreed to reinstate the worker without back wages. |
| 62. | Dhanalakshmi Mill, Tiruppur. | 19—12—60 | Reinstatement of 2 workers. | Agreed to pay the workers a lump sum amount in full and final settlement |
| 63. | Murugan Cafe, Tiruppur. | 19—12—60 | Reinstatement of a worker. | Agreed to pay the worker a sum of Rs. 88/- in full and final settlement. |
| 64. | Sri Jayalakshmi Vilas, Coimbatore. | 22—12—60 | Bonus for 1959-60. | Agreed to pay one month's wages as bonus for the year 1959-60. |
| 65. | Guhan Rice Mill, Tiruppur. | December '60 | Discharge of 2 workers. | Agreed to reinstate a worker without back wages treating the period of absence as leave without wages. Also agreed to pay the other worker a sum of Rs. 15/- in full and final settlement. |
| 66. | J. V. Gaffar & Co. Tannery, Salem. | 2—12—60 | Staying strike. | Agreed to provide work to all the workers as far as possible. |
| 67. | Rajagopal oil Mills, Salem. | 2—12—60 | Non-employment of a worker. | Agreed to pay the worker a sum of Rs.80/- in full and final settlement. |



| (1) | (2) | (3) | (4) | (5) |
|---|---|---|---|---|
| 68. | Sundaram Spinning Mills. Komarapalayam. | 10—12—60 | Suspension of a worker. | Agreed to reduce the period of suspension. |
| 69. | Ganapathy Chettiar &Sons, Dyeing Factory, Salem. | 15—12—60 | Non-implementation of the award. | Agreed to pay a lump sum amount for distribution among workers. |
| 70. | Jeeva Jothi Bus Service, Krishnagiri. | 17—12—60 | Bonus for 1959-60. | Agreed to pay the workers one month's wages as bonus for the year 1959-60. |
| 71. | Scotforth Estate, Nagalur. | 20—12—60 | Payment of gratuity. | Agreed to pay the worker a sum of Rs. 325/- in full and final settlement. |
| 72. | J. V. Gaffar & Co. Salem. | 26—12—60 | Non-employment of certain workers. | Agreed to pay compensation to certain workers and to reinstate the other workers where there is work. |
| 73. | V.M.P. Metals&Alloys Co. Salem. | 31—12—60 | Fixation of wages. | Agreed to increase the wages of each of the workers by six Nayepaise per day. |
| 74. | -do- | -do- | Bonus for 1959-60. | Agreed to waive the recovery of half the advance of wages paid to the workers towards advance for the year 1959-60. |
| 75. | Silver Chain Factory, Salem. | -do- | Non-employment of a worker. | Agreed to reinstate the worker without back wages with continuity of service. |
| 76. | Sree Meenakshi Mills Ltd., Paravai, Madurai. | 1—12—60 | Retrenchment of certain workers | Agreed to withdraw the notice of retrenchment served on all the permanent workers. Also agreed to pay one month's wages in lieu of notice besides the compensation due to the badli workers. |
| 77. | Rukmani Mills Ltd., Silaiman, Madurai. | 1—12—60 | -do- | -do- |
| 78. | Mukuntha Cafe, Madurai. | 12—12—60 | Closure. | Agreed to pay compensation to all the workers. |
| 79. | Chandra Vilas Tobacco Factory' Dindigul. | 11—12—60 | Demands of the workers. | Agreed to pay a D.A. of Rs. 5/- to all the cut piece tobacco packers and to institute a provident fund scheme. |
| 80. | Guru Textiles, Madurai. | 8—12—60 | Dismissal of a worker. | Agreed to take back the worker without back wages. |

2. Statement showing the Bipartite settlements under section 18 (1) of the Industria. Disputes Act.

| Serial No. | Name of the concern | Date of agreement | No. of workers involved | Important terms of Settlement. |
|---|---|---|---|---|
| (1) | (2) | (3) | (4) | (5) |
| 1. | Karamalai Group Estate, Nilgiris. | ... | All. | Bonus for 1958-59 and 1959-60 and 1960-61. |
| 2. | Selvaraja Mills, Ltd., Coimbatore. | 15—12—60 | 12 | Payment of leave wages under the Factories Act. |
| 3. | do | do | do | do |
| 4. | Madura Mills Co., Ltd., Madurai and its branches. | 7—12—60 | ... | Hours of work payment of overtime wages etc. to clerical and other employees. |
| 5. | Ramraj Surgical Cotton Mills, Rajapalayam. | 11—10—60 | 93 | Payment of bonus etc. |
| 6. | Madura Mills Co., Ltd., Madurai and its branches. | 17—12—60 | ... | Bonus for 1960, 1961, and 1962. |
| 7. | Sri Ganapathy Mills Ltd., Thalayathu, Tirunelveli District. | 1—12—60 | 519 | Implementation of the recommendations of the Central Wage Board for Cotton Textiles. |
| 8. | Rajapalayam Mills Ltd., Rajapalayam. | 9—12—60 | 170 | Revision of Wages to temporary and daily coolies. |
| 9. | Sri Meenakshi Mills, Paravai. | 17—12—60 | ... | Refund of Wage cut for the strike period etc. |
| 10. | Highways Estate, Highways Post, Madurai District. | 10—12—60 | 1 | Payment of gratuity to Sri C. H. Kunhiram Nambiar. |



3. Statement showing the list of Industrial disputes referred for adjudication to the Industrial Tribunal Madras and the Labour Courts published in the *Fort St. George Gazette* during the month of December 1960.

| Name of the concern in which the dispute has arisen. | Issues. | G. O. No. and date of reference. |
|---|---|---|
| (1) | (2) | (3) |
| | **Industrial Tribunal, Madras** | |
| *Coimbatore District:* | | |
| 1. Stanmore Estate, Valpari. | 1. Whether the non-declaration of May day of the year 1959 as a festival holiday to the workers of the estate by the management under the Madras Industrial Establishments (National and Festival Holidays) Act, 1958, is justified and if not to what relief they are entitled.<br>2. To compute the relief, if any awarded in terms of money if it can be so computed. | G. O. Ms. No. 5804, I. L. & C. (Lab)., d/17-12-1960. |
| *Coimbatore District:* | **Labour Court, Coimbatore** | |
| 2. Sri Sowdambigai Devanga Weavers' Co-operative Production and Sales Society Limited, Coimbatore. | 1. Whether the non-employment of Sri D. Sivaraj, Accountant, is justified and to what relief he is entitled.<br>2. To compute the relief, if any awarded in terms of money if it can be so computed. | G. O. Ms. No. 5505, I. L. & C. (Lab) d/1-12-60. |
| 3. Vellamalai Estate, Valparai P. O. | 1. Whether the non-employment of Israel (No. 866), Top Division is justified and to what relief he is entitled.<br>2. To compute the relief, if any awarded in terms of money if it can be so computed. | G. O. Ms. No. 5596, I. L. & C. (Lab), d/5-12-60 |
| 4. Iyerpadi Estate, Iyerpadi P. O. | 1. Whether the non-employment of worker Srimathi Dhavamoni (No. 5) is justified and to what relief she is entitled.<br>2. To compute the relief, if any, awarded in terms of money if it can b. so computed. | G. O. Ms. No. 5595, I. L. & C. (Lab), d/5-12-60. |
| *Nilgiris District:* | | |
| 5. Sri Subbu Chettiar Lorry Owner, Coonoor. | 1. Whether the non-emplyment of the following two drivers is justified and to what relief they are entitled.<br>1. Yesudas; 2. Chinnyan.<br>2. To compute the relief if any awarded in terms of money, if it can be so computed.<br>3. To fix the quantum of bonous for 1959. | G. O. Ms. No. 5448, I. L. & C (Lab), d/28-11-60. |

| Name of the concern in which the dispute has arisen. (1) | Issues. (2) | G. O. No. and date of refcrence. (3) | |
|---|---|---|---|
| | **Labour Court Madras** | | |
| *Chingleput District ;* | | | |
| 6. Sri Gandiban Bus Service, Chingleput. | 1. Whether the non-employment of Sri Singaram (conductor) and Sri Masilamani (Driver) is justified and to what relief they are entitled. 2. To compute the relief if any awarded in terms of money, if it can be so computed. | G. O. Ms. I. L. & C. d/28-11-60. | No. 5456, (Lab), |
| 7. Ramson Knitting Mills, (P) Limited, Chromepet. | 1. Whether the retrenchment of the 32 workmen referred to in the G. O. is justified and if not to what relief are they entitled. 2. To compute the relief if any awarded in terms of money, if it can be so computed. | G. O. Ms. I. L. & C. d/15-12-60. | No. 5786, (Lab). |
| | **Labour Court, Madurai** | | |
| *Tiruchirapalli District :* | | | |
| 8. Delight Manufacturing Company, Tiruchi. | 1. Fixation of scales of wages for different categories of workmen and fitment of the existing workmen in the scales of wages if any fixed. 2. Whether the workmen are eligible for dearness allowance if so at what rate. 3. Fixation of quantum of bonus for the years 1957-58 1958-59 and 1959-60. | G. O. Ms. I. L. & C. d/28-11-60. | No. 5454, (Lab) |
| 9. Delight Manufacturing Co. Limited, Tiruchi. | 1. Whether the non-employment of Sri S. Basha Sahib (Baker) is justified and to what relief he is entitled. 2. To compute the relief if any awarded in terms of money, if it can be so computed. | G. O. Ms. I. L. & C. d/28-11-60. | No. 5455, (Lab) |
| 10. Sri Nataraja Rice Mill Lalgudi, Trichy. | 1. Fixation of the permanent strength of the labour force of the concern under each category and how many of the temporary workers under each category should be made permanent. 2. Whether the non-employment of G. Rajarathinam, Thangavel and Nagappan is justified and to what relief they are entitled. 3. To compute the relief if any awarded in terms of money if it can be so computed. | | |



| Name of the cancern in which the dispute has arisen. (1) | Issues. (2) | G. O. No. and date of reference. (3) | |
|---|---|---|---|
| 11. M. S. N. S. Transports, Raja Transports and Siva Transports, Tiruchirapalli. | 1. whether the non-employment of S. P. Chandrasekaran, T.V. Somasundaram and M. Chandran is justified and to what relief they are entitled. 2. whether the mangement are justified in keeping the driver M. Manickam without employment and without giving any definite order and to what relief he is entitled. To compute the relief if any granted in terms of money, if it can be so computed. 3. Fixation of the permanent strength of drivers and conductors for the three transport service. 4. Introduction of a gratuity scheme in three transports service. 5. Fixation of scales of pay for drivers and conductors in the three transport services and fitment of the existing workmen in the revised scales, if any, fixed. | G. O. Ms., I. L. & C. d/10-12-60. | No. 5689 (Lab), |
| | **Labour Court Coimbatore** | | |
| *Salem District :* | | | |
| 12 Salem Electricity Distribution Co. Ltd.. Salem. | 1. Whether the non-employment of A. Chinnathambi, Assistant Lineman, is justified and to what relief he is entitled. 2. To compute the relief if any awarded in terms of money if it can be so computed. | G. O. Ms. I. L. & C. d/5-12-60 | No. 5594, (Lab) |
| | **Labour Court, Madurai** | | |
| *Madurai District :* | | | |
| 13. Sri Dharmaja Rice Mills, Madurai. | 1. Whether the non-employment of Kaliammal is justified and if not to what relief she is entitled to. 2. To compute the relief if any awarded in terms of money if it can be so computed. | G. O. Ms. I. L. & C. d/8-12-60. | No. 5628, (Lab), |
| 14. K. P. M. Kuppan Chettiar Sons, Meenakshi Rice Mills, Usilampatti. | 1. Whether the non-employment of Sri S. V. Periakaruppa Thevar is justified and to What relief he is entitled. 2. To compute the relief, if any awarded in terms of money if it can be so computed. | G. O. Ms. I. L. & C. d/15-12-60. | No. 5782, (Lab), |

3 (a) Additions to the statement published in the Madras Labour Gazette, December, 1961.

| (1) | (2) | (3) |
|---|---|---|
| 15. Sri K. O. Natesan Chettias, Reeling Factory, Komarapalaym. | 1. Whether the nonemployment of 15 workers referred to in the G. O. by the management of Sri K, O. Natesan Chettiar, Reeling Factory, Komarapalayam, is justified and to what relief they are entitled. | G. O. Ms. No. 5103 (Lab), I. L. & C. dated 4-11-1960. |
| | 2. To compute the relief if any. awarded in terms of money if it can be so computed. | |
| 16. Sri K. Namasivayam, Reeling Factory, Komarapalayam. | 1. Whether the nonemployment of 20 workers referred to in the G. O. is justified and to what relief they are entitled. | G. O. Ms. No. 5104 (Lab), I. L. & C. dated 4-11-1960. |
| | 2. To compute the relief if any, awarded in terms of money if it can be so computed. | |
| 17. Pullicar Mills Ltd., Tiruchengode, Salem. | 1. Whether the deduction of 2 days wages of the members of the Tiruchengode Mill Workers' Union Tiruchengode on 11th & 12th June, 1960 by the management is justified and to what relief they are entitled. | G. O. Ms. No. 5037 (Lab). I. L. & C. dated 1-11-1960. |
| | 2. To compute the relief, if any, awarded in terms of money if it can be so computed. | |
| | **Labour Court, Madurai** | |
| *Kanyakumari District* : | | |
| 18. Nagammal Mills Ltd., Nagercoil. | 1. Whether the nonemployment of the following workers is justified and to what relief they are entitled. (*a*) S. Muthuraj (*b*) S. Ponnuswamy (*c*) C. Chinnayyan. | G. O. Ms. No. 5145 (Lab), I. L. & C. dated 5-11-1960. |
| | 2. To compute the relief, if any, awarded in terms of many if it can be so computed. | |
| *Madurai District* : | | |
| 19. Lenox Photo Mount Manufacturing Co., Madurai. | 1. Whethee the nonemployment of the 14 workmen mentioned in the annexure to the G. O. is justified and to what relief they are entitled. | G. O. Ms. No. 4934 (Lab), I. L. & C. dated 26-10-1960. |
| | 2. To compute the relief if any, awarded in terms of | |



| (1) | (2) | (3) |
|---|---|---|
| | money, it it can be so computed. | |
| *Thiruchi District* : | | |
| 20. Vinayagar Transport, Tiruchy. | 1. Whether the nonemployment of Parimanom is justified and to what relief he is entitled. | G. O Ms. No. 5281 (Lab), I. L. & C. dated 16-11-1960. |
| | 2. To compute the relief. if any, awarded in terms of money if it can be so computed. | |
| 21. Om Muruga Lorry Service, Uralpatti. | 1. Whether the nonemployment of Ponnaiah is justified and to what relief he is entitled. | G. O. Ms. No. 5356 (Lab), I. L. & C. dated 19-11-1960. |
| | 2. To compute the relief if any awarded in terms of money if it can be so computed. | |
| | **Labour Court, Madras** | |
| *Chingleput District* : | | |
| 22. Ramson Knitting Co., Mills, Chromepet, Chingleput District. | 1. Whether the suspension of Sri T. Anandan from 18th June 1960 by the management of Ramson Knitting Mills Ltd., Chromepet and subsequent non-employment from 2nd August, 1960 is jnstified and to what relief he is entitled. | G. O. Ms. No. 4938 (Lab), I. L. & C. dated 26-10-1960. |
| | 2. To compute the relief, if any, awarded in terms of many if it can be so computed. | |
| *Madras District* : | | |
| 23. Dralle (P) Ltd., Madras. | 1. Whether the non-employment of 20 workers referred to in the G. O. is justified and to what relief they are entitled. | G. O. Ms. No. 5069 (Lab), I. L. & C. dated 3-11-1960, |
| | 2. To compute the relief if any awarded in terms of money if it can be so computed. | |
| 24. Madras Studios, Valsurawakkam, Madras. | 1. Whether tha non-employment of Sri Kollapuri is justified and to what relief he is entitled. | G. O. Ms. No. 5101 (Lab), I. L. & C. dated 4-11-1960. |
| | 2. To compute the relief if any, awarded in terms of money, if it can be so computed. | |
| 25. Gordon Woodroffee Leather Manufacturing Co. (P) Ltd., Palla- | Whether the casuals employed as on 14th August 1959 are entitled for any bons for | G. O. Ms. No. 5068 (Lab), I. L. & C. dated 3-11-1960. |

| (1) | (2) | (3) |
|---|---|---|
| varam. | the year 1958–59 and if so to fix the quantum. | |
| 26. Ravindra Industries, Alandur, Madras. | Whether the demand for separate dearness allowance is justified and if so to fix the rates. | G. O. Ms. No. 5195 (Lab), I. L. & C. dated 10-11-1960. |
| 27. Western India Oil Engineering Co., Madras. | 1. Whether the non-employment of the six workmen referred to in the G. O. is justified and to what relief they are entitled.<br>2. To compute the relief if any, awarded in terms of money if it can be so computed. | G. O. Ms. No. 5283 (Lab), I. L. & C, dated 15-11-1960. |

4. **Statement showing the list of awards of the Industrial Tribunal, Madras and the Labour Courts, published in the Supplement to Part-II Section-I of the *Fort St. George Gazette*, during the month of December, 1960**

| *Sl. No.* (1) | *Name of the concern.* (2) | *Page and date of Gazette.* (3) | *G.O. No. and date in which the award was Published.* (4) |
|---|---|---|---|
| | **Industrial Tribunal, Madras** | | |
| | *Coimbatore District.* | | |
| 1. | Coimbatore Murugan Mills, Ltd., Coimbatore. | 11-12<br>14—12—60 | G.O. Ms. No. 5436, (Lab) Industries, Labour and Co-operation, dated 26-11-1960. |
| | *Chingleput District.* | | |
| 2. | Gorden Woodroffe Leather Manufacturing Co., Ltd., Pallavaram. | 7-8<br>21—12—60 | G.O. Ms. No. 5634, Industries, Labour & Co-operation (Lab), dated 8-12-1960. |
| | *Madras District.* | | |
| 3. | Buckingham & Carnatic Mills Ltd., Madras. | 2-12<br>7—12—60 | G.O. Ms. No. 5526, (Lab), Industries, Labour and Co-operation, dated 2-12-60. |
| | *Madurai District.* | | |
| 4. | Madura Mills Co., Ltd., Madurai, Ambasamudram and Tuticorin. | 14-15<br>21—12—60 | G.O. Ms. No. 5685, Industries, Labour and Co-operation (Lab), dated 9-12-1960. |
| | *Thanjavur district.* | | |
| 5 | P. K. S. M. Transports, Kandarvakottai, Thanjavur. | 10-11<br>14—12—60 | G.O. Ms. No. 5433, industries, Labour and Co-operation, dated 26-11-60. |
| | *Tiruchi District.* | | |
| 6. | Pudukottai Textiles Ltd., Namanasamudram, Trichy. | 8-13<br>21—12—60 | GO. Ms. No. 5661, Industries, Labour & Co-operation (Lab), dated 8-12-1960. |



| (1) | (2) | (3) | (4) |
|---|---|---|---|
| | *Salem District.* | | |
| 7. | Pullicar Mills Ltd.. Tiruchengode, Salem. | 13-14<br>21—12—60 | G.O. Ms. No. 5663, Industries, Labour & Co-operation (Lab), dated 9-12-1960. |
| | *Labour Courts.* | | |
| | *Coimbatore District.* | | |
| 8. | Argus Engineering Co., Ltd., Peelamedu, Coimbatore. | 1-2<br>7—12—60 | G.O.R. No. 2077, Indsustries, Labour and Co-operation, dated 25-11-60. |
| 9. | Kamavar Achukudam Ltd., Coimbatore. | | |
| 10. | S. S. V. Motor Service, Coimbatore. | 2-5<br>28—12—60 | G. O. Ms. No. 5807, (Lab) Industries, Labour & Co-operation, dated 17-12-1960. |
| | *Kanyakumari District:* | | |
| 11. | Nagammal Mills Ltd., Nagercoil. | 1-2<br>14—12—60 | G. O. Ms. No. 3304, (Lab) Industries, Labour & Co-operation, dated 7-7-1960. |
| | *Madras District:* | | |
| 12. | General Fabricators Ltd., Madras. | 3-5<br>7—12—60 | G.O. R. No. 5470, Industries, Labour & Co-operation (Lab), dated 29-11-1960. |
| 13. | Udipi Sri Sarada Bhavan, Madras. | 5-8<br>7—12—60 | G.O. Ms. No. 5471, Industries, Labour & Co-operation (Lab), dated 29-11-1960. |
| 14. | National Art Press, Madras. | 8-10<br>7—12—60 | G.O.Ms. No 5472, Industries, Labour and Co-operation (Lab), dated 29-11-1960. |
| 15. | Madras Pinjrapole, Madras. | 5<br>28—12—60 | G.O.Ms. No. 5823, Industries, Labour & Co-operation (Lab), dated 21-12-1960. |
| | *Madurai district.* | | |
| 16. | Mahalakshmi Rice Mills, Madurai. | 6-7<br>21—12—60 | G.O.Ms. No. 5654, Industries, Labour and Co-operation (Lab), dated 8-12-60. |
| | *Salem District.* | | |
| 17. | Madras Vijaya Cafe, Salem. | 1-2<br>28—12—60 | G.O.R. No. 2191, Indusiries, Labour & Co-operation (Lab), dated 16-12-1960. |
| | *Tiruchirapalli district.* | | |
| 18. | Thiagesar Alai, Manaparai. | 1<br>21—12—60 | G.O.Ms. No. 5629, Industries, Labour & Co-operation (Lab), dated 8-12-1960. |
| | *Tirunelveli district.* | | |
| 19. | Oothu Estate, Singampatti Group, Kallidai Kurichi. | 2-3<br>7—12—60 | G.O.R. No. 2079, Industries, Labour and Co-operation (Lab), dated 25-11-1960. |

**4. Statement showing the closures and stoppages of work in factories and Mills for reasons other than strikes and lock-outs in the State of Madras for the month of December 1960.**

| Sl. No. | Name of the Concern. | Industry. | No. of workers involved. | Closures. Began. | Ended. | Cause. | Compensation paid to workers. |
|---|---|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| 1. | Ganesh Vilas Coffee Hotel, *Chintamani, Trichy.* | Hotel ... | Not known. | Dec. 60 | .. | Not known. | Not known. |
| 2. | Sri Parameswari Bhavan, Madras-1. | do ... | All workers. | 2—12—60 | ... | Due to heavy loss. ... | Paid compensation. |
| 3. | Sri Krishna Vilas, 226, N. S. C. Bose Road, Madras-1. | do. | 13 | 13—12—60 | ... | do. ... | do. |
| 4. | Kallayar Tea Factory, Kallayar. | Plantation. ... | 65 | 8—12—60 | ... | For want of crop. | Given alternative work. |
| 5. | Srikundra Estate, Valparai Post. | do. ... | Not known. | 26—12—60 | ... | Overhauling, etc. ... | do. |
| 6. | Gajam Mudi Estate, Mudis Post. | do. ... | 5 | 12—12—60 | ... | do. ... | do. |
| 7. | Stanmore Tea Factory, Valparai. | do. ... | Not known. | 24—6—60 | 31-10-60 | For completing the factory's extension work. | ... |
| 8. | do. | do. ... | Not known. | 28—12—60 | ... | Failure of transformer. | Given alternative work. |
| 9. | Amaravathi Co-operative Sugar Factory, Udumalpet. | Sugar ... | Not known. | 31—10—60 | 10-12-60 | Due to seasonal conditions. | ... |

# 5. REVIEW OF WORK STOPPAGES (STRIKES AND LOCK-OUTS) FOR THE MONTH OF DECEMBER, 1960.

| Sl. No. | Industry and Code. | Name of the concern and locality. | Strike or Lock-out. | Matter in dispute. | Work Stoppages occurred prior to. | Work Stoppage was due to non-implementation. | Date when stoppage: Began | Date when stoppage: Ended. | Duration till the close of the month | No. of workers normally employed | Maximum No. of workers affected: Directly. | Maximum No. of workers affected: Indirectly. | Mandays lost during the month: No. of workers covered by the Factories Act. | Mandays lost during the month: Total | Mandays lost during the month: Till the close of the month. | Wages Lost in rupees: During the month. | Wages Lost in rupees: Till the close of the month. | Value of Production lost: During the month. | Value of Production lost: Till the close of the month. | Result | Method of Termination. | Affiliated to Central organisation of employees/employers. | Nature of breach of code of discipline, if any |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| (1) | (2) | (3) | (4) | (5) | (6) | (7) | (8) | (9) | (10) | (11) | (12) | (13) | (14) | (15) | (16) | (17) | (18) | (19) | (20) | (21) | (22) | (23) | (24) |
| | | | | | | | PART—A. | | | | | | | PART—A. | | PART—A. | | | | | PART—A. | | |
| 1. | Div. 2-3 23. Textiles ... 231, Spinning and Finishing of Textiles (a) Cotton Mills. | Ganapathi Mills Ltd., Thalayuthu. | 'S & L' | (Wages and Allowances) Demanding implementation of the recommendation of the Wage Board for Cotton Textiles. | ... | Yes | 17-10-60 (Strike) 18-10-60 (Lockout) | 21-12-60 | 1 Hour strike 54 days lockout | 519 | 519 | ... | 65 strike 8823 | 65 strike 8823 | 28091 | ... | 1,22,040 | ... | 9,70,000 | Successful | Direct Negotiation | Taluk Textile workers' Union (A.I.T.U.C.) Ganapathy Mills Tholilalar Nala Urimai Sangam (Independent) | Strike-Lockout |
| 2. | do | Sivananda Mills Ltd., Ganapathy Post, Coimbatore | 'S' | Not known | ... | ... | 18-12-60 7 A. M. | 18-12-60 1-30 P. M. | Less than 1 day | 647 | 161 | ... | 107 | 107 | 107 | 498 | 498 | Not furnished by the management. | | Indefinite | do | Coimbatore Dist. Textile Workers' Union (H.M S) Coimbatore Dist. Mill Workers' Union (A. I. T· U. C.) Southern India Mill Owners Association (Employer) | Strike |
| 3. | do | The Jawahar Mills Ltd., Salem. | 'S' | (Others) Protest against the operation of 2 additional cone winders. | ... | ... | 9-12-60 7 A. M. | 10-12-60 6-30 P. M. | 2 days | 778 | 451 | ... | 902 | 902 | 902 | 3494 | 3,494 | 42,000 | 42,000 | Successful | do | Salem District Mill Workers' Union, (A.I.T.U.C.) | Strike |
| 4. | do | do | 'S' | do | ... | ... | 14-12-60 | 16-12-60 | 3 days. | 778 | 403 | ... | 1209 | 1209 | 1209 | 5242 | 5,242 | 63,000 | 63,000 | do | Mediation by the Assistant Commissioner of Labour, Madras | do | do |
| 5. | Div. 2-3 23 Textiles 231 Spg. & Finishing of Textiles (a) Cotton Mills. | Raveendra Mills Ltd., Coimbatore. | 'S' | (Others) Protest against the alleged illtreatment of a worker by the management. | ... | ... | 25-12-60 2-30 P.M. | 31-12-60 5 P. M. | 6 days. | 301 | 194 | 1,164 | 1,164 | 1,164 | 6,990 | 6,990 | Not furnished by the management. | | Partially successful | | Direct Negotiation | Coimbatore Dist. Textile Workers progressive Union (Independent) Coimbatore Dist. Textile Workers' Union (H.M.S.) Coimbatore Dist. Mill Workers' Union (A.I.T.U C.) National Textile Workeres' Union (I.N.T.U.C.) Southern India Mill Owners Association (Employer) | Strike |
| 6. | do | Rajaratna Mills, (Private) Ltd., Palni, Madurai Dt. | 'S' | (Others) Demanding the admittance of 8 late comers. | ... | ... | 31-12-60 7 A. M. | continues. | One day. | 310 | 192 | 192 | 192 | 192 | Particulars not furnished by the Mgt. | | | | Strike continues | | ... | Palni National Textile Workers' Union (I.N.T.U.C.) Madurai Textile Workers' Union (A.I.T.U.C.) Madurai Dist. Mill Workers' Union (H.M.S.) Palni Dravida Panchalai Tholilalar Sangam (Independent) | Strike |
| 7. | do | Sri Karunambikai Mills, Ltd., Somanur, Coimbatore. | 'S' | (Personel) Protest against the suspension of a worker. | ... | ... | 6-12-60 2 P. M. | 29-12-60 | 20 days. | 266 | 12 | 254 | 5,320 | 5,320 | 5,320 | 14,364 | 14,364 | Not furnished by management. | | Indefinite | Mediation by the Commissioner of Labour | Coimbatore Dist. Textile Workers' Union (H.M.S.) Southern India Mill Owners' Association (Employer) | Strike |
| 8. | do | Sri Rajendra Mills, Ltd., Salem (A & B Mills) | 'S' | (Wages and allowances) demands of the workers. | ... | ... | 18-12-60 | 26-12-60 | 8 days. | 1063 | 604 | 4,832 | 4,832 | 4,832 | 14,496 | 14,496 | | do | | Partially successful | Mediation by the Labour Officer | National Textile Workers' Union Salem (I.N.T.U.C.) | Strike |
| 9. | Div. 2-3 291 Tanneries & leather finishing. | J. U. Gaffar & Co., Salem | 'S' | (Personnel) Nonemployment of 13 workers. | ... | ... | 1-12-60 | 2-12-60 | 2 days. | 28 | 28 | 56 | 56 | 56 | Particulars not furnished by the Mgt. | | | | | successful | do | Salem District Tannery Workers' Union (A.I.T.U.C.) | do |
| 10. | do | do | 'S' | do | ... | ... | 20-12-60 | 26-12-60 | 6 days. | 28 | 28 | 168 | 168 | 168 | | do | | | do | | do | do | do |
| 11. | Div. 0. 010 Plantations (a) others. | Warwick Estate, Kotagiri P. O. | 'S' | (Others) Protest against the management's action in cuting [illegible] plantion trees grown by the workers. | ... | ... | 28-12-60 | 29-12-60 | 1 day | 133 | 133 | ... | ... | 133 | 133 | Particulars not furnished by the Mgt. | | | | Indefinite | Voluntary resumption of work | Nilgiri District Estate Workers' Union (I.N.T.U.C.) | Strike |
| 12. | Div. 8. Services 231. Motion pictures production, Distribution and projection. | Majestic Studios, Vada-Palani, Chingleput Dt. | 'S' | (Personnel) Suspension of 2 worker. | ... | ... | 3-12-60 | 5-12-60 | 1 day. | 191 | 71 | 120 | 191 | 191 | 191 | 400 | 400 | 5000 | 5000 | Indefinite | Mediation by the Labour Officer. | Madras Cinema Studio Workers' Union (Independent) | do |
| | | | | | | | PART—B. NIL PART—C. | | | | | PART—B. NIL. PART—C. | | | | | | | | | | | |
| 13. | Div. 2-3 Textiles 231, Spg & Finishing of Textiles (a) Cotton Mils. | Krishna Mills (Private) Ltd., Coimbatore. | 'S' | (Personnel) Suspension of a worker. | ... | ... | 16-9-60 | 17-9-60 | One day. | 76 | 76 | ... | 76 | 76 | 76 | 135 | 135 | 1000 | 1000 | do | Voluntary resumption of work | Coimbatore Cotton Ginning & Oil Mill Workers' Union (A.I.T.U.C.) | do |

**7. Particulars of complaints received and investigated and settled by the Labour Officers in the State of Madras during the month of December 1960.**

| Sl. No. | Labour Officer. | | Wages and allowances. | Bonus. | Personnel (dismissal and suspension etc.) | Retrenchment. | Leave and hours of work. | Others (not classifiable.) | Causes not known. | Total. | Complaints investigated and settled. (including those pending previously). |
|---|---|---|---|---|---|---|---|---|---|---|---|
| 1 | | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 |
| 1. | Labour Officer, | Coimbatore I | 18 | 7 | 29 | ... | 3 | ... | 32 | 89 | 89 |
| 2. | Labour Officer, | Coimbatore II | 2 | 2 | 25 | ... | 6 | ... | 35 | 70 | 70 |
| 3. | do | Coonoor | 42 | 2 | 37 | ... | 2 | ... | 29 | 112 | 112 |
| 4. | do | Madras-I | 16 | 5 | 26 | 3 | ... | ... | 16 | 66 | 85 |
| 5. | do | Madras-II | 11 | 8 | 32 | ... | ... | ... | ... | 51 | 146 |
| 6. | do | Madras-III | 11 | 3 | 16 | ... | 3 | ... | 2 | 35 | 35 |
| 7. | do | Madurai | 15 | 1 | 26 | 5 | 12 | ... | 10 | 69 | 69 |
| 8. | do | Nagercoil | 3 | ... | 6 | ... | ... | ... | ... | 9 | 9 |
| 9. | do | Pollachi | 13 | 1 | 17 | ... | 1 | ... | 11 | 43 | 43 |
| 10. | do | Salem | 5 | 1 | 20 | ... | 1 | ... | 8 | 35 | 47 |
| 11. | do | Tiruchirapalli | 1 | 4 | 13 | 9 | 1 | ... | 6 | 34 | 34 |
| 12. | do | Tirunelveli | 10 | 3 | 12 | 34 | ... | ... | 8 | 67 | 67 |
| 13. | do | Vellore | 6 | 1 | 9 | 7 | ... | ... | 8 | 31 | 15 |
| | | Total | 153 | 38 | 268 | 58 | 29 | | 165 | 711 | 821 |

**8. Statement showing the No. of standing orders certified during the month of December 1960.**

| | | |
|---|---|---|
| Number of standing orders certified as on 1—12—1960. | .... | 1048 |
| Number of standing orders certified during the month of December 1960 | ... | 25 |
| Total | ... | 1,073 |
| Number of amendments to standing orders certified during the month of December, 1960. | ... | 1 |

**9. The Workmen's Compensation Act: 1923.**

Statement of accidents reported and amounts of compensation paid for the month of December, 1960.

| Number of accidents resulted in | | * Amount of compensation paid under each head. | |
|---|---|---|---|
| | | Rs. | nP. |
| (a) Death | 14 ... | 8,767 | 00 |
| (b) Permanent disablement | 11 } ...50 | 1,614 | 70 |
| (c) Temporary disablement | 39 } | | |
| | Total | 10,381 | 70 |

* Represents only the amount deposited under section 8 (1) and 8 (2) of the Workmen's Compensation Act.

**10. Workmen's Compensation Act, 1923.**

Statement showing the number of cases filed and disposed of during the period from 1—12—1960 to 31—12—1960.

| Nature of cases. (1) | Number previously pending. (2) | Number received. (3) | Total. (4) | Number disposed of (5) | Balance. (6) |
|---|---|---|---|---|---|
| 1. *Application under Section* 10: | | | | | |
| (a) Fatal ... | 48 | 14 | 62 | 4 | 58 |
| (b) Non-fatal. | | | | | |
| (i) Permanent disablement ... | 91 | 11 | 102 | 15 | 87 |
| (ii) Temporary disablement ... | 5 | 1 | 6 | 3 | 3 |
| 2. *Deposit under Section* 8 (1) | | | | | |
| (a) Fatal ... | 67 | 7 | 74 | 15 | 59 |
| (b) Persons under legal disability... | 10 | 2 | 12 | 3 | 9 |
| 3. *Deposit under Section* 8 (2) ... | ... | 2 | 2 | 1 | 1 |
| 4. *Memorandam of Agreement.* | | | | | |
| (a) Permanent disablement ... | 26 | 7 | 33 | 23 | 10 |
| (b) Temporary disablement ... | 7 | 3 | 10 | 5 | 5 |



| (1) | (2) | (3) | (4) | (5) | (6) |
|---|---|---|---|---|---|
| 5. *Recovery uuder Section* 31 ... | 2 | ... | 2 | ... | 2 |
| 6. *Indemnification under Section* 12 ... | 1 | ... | 1 | ... | 1 |
| Total ... | 257 | 47 | 304 | 69 | 235 |

**11. Payment of Wages Act. 1936.**

Statement for the month of November 1960.

Statement for the period from 1—12—1960 to 31—12—1960.

| | | |
|---|---|---|
| (1) No. of applications pending at the beginning of the month | | 126 |
| (2) No. of applications filed during the month | ... | 46 |
| (3) No. of applications disposed of during the month | ... | 13 |
| (4) No. of applications pending at the end of the month | ... | 159 |

MADRAS SHOPS—ESTABLISHMENTS ACT 1947.

**12. (a) Application under section 51 :**

| | | |
|---|---|---|
| Pending as on 1—12—1960 | ... | 6 |
| Received during the month of December 1960 | ... | Nil |
| Disposed of during the month of December 1960 | ... | Nil |
| Pending as on 1—1—61 | ... | 6 |

**(b) Application under section 41:**

| | | |
|---|---|---|
| Pending as on 1—12—1960 | ... | 284 |
| Received during the month of December 1960 | ... | 22 |
| Disposed of do | ... | 33 |
| Pending as on 1—1—1961 | ... | 273 |

MADRAS CATERING ESTABLISHMENTS ACT 1958.

**(c) Application under section 19 :**

| | | |
|---|---|---|
| Pending as on 1—12—1961 | ... | 204 |
| Received during the month of December 1960 | ... | 62 |
| Disposed of do | ... | 36 |
| Pending as on 1—1—1961 | ... | 230 |

**13. (a) List of Trade Unions Registererd under the Indian Trade Unions Act, 1926, During the month of December, 1960.**

| S. No. (1) | R. No. (2) | Date of registration. (3) | Industry. (4) | Name and address of the Trade Union. (5) |
|---|---|---|---|---|
| 1. | 3029 | 5—12—60 | Food, Beverages and Tobacco. | Mallikarjuna Rice and Oil Mill Workers Uniòn, 28 Sannadhi Street, Madras-19. |
| 2. | 3030 | 7—12—60 | Rubber & Rubber Products. | The Dunlop Factory Employees Union, Venkatapuram, Ambattur. |
| 3. | 3031 | 7—12—60 | Miscellaneous ... | The Vivekananda College and Hostel Employees Asscoiation, 95, Sami-naicken Street, Madras-2t |
| 4. | 3032 | 7—12—60 | Chemical & Chemical Products. | Mettur Galvanizing Plan. Workers Union, Mettur Dam. |

| (1) | (2) | (3) | (4) | (5) |
|---|---|---|---|---|
| 5. | 3033 | 7—12—60 | Miscellaneous ... | Madras Gymkhana Club Employees Union, 118/119, Demellows Road, Madras-12. |
| 6. | 3034 | 9—12—60 | do. ... | The Madras State Glass Workers Union, 12, Kummalamman Koil st., Madras-21. |
| 7. | 3035 | 15—12—60 | Food, Beverages and Tabacco. | The Coimbatore Distric-Hotel and General Workers Union, Coimbatore. |
| 8. | 3036 | 15—12-60 | Miscellaneous ... | Paramakudi Pottery Workers Union, Ward-1 Velar Street Paramakudi. |
| 9. | 3037 | 15—12—60 | do. ... | Paramakudi and Emaneswaram Co-operative Societies Employees Association, 12.189, Sowrashtra Elementary School Street, Paramakudi. |
| 10. | 3038 | 19—12—60 | Railways ... | The Indian Railway Sanitary Inspectors Association, 103 Constable Road, Aynavaram, Madras-23. |
| 11. | 3039 | 19—12—60 | Textiles ... | Bharathi Kaithari Kooli Thozhilalar Seva Sangam, 24, Thadagam Road, Rayappapuram, Coimbatore. |
| 12. | 3040 | 22—12—60 | Miscellaneous ... | Harrison and Group Companies Workers Union, 4, West Cott Road, Madras-14. |
| 13. | 3041 | 30—12—60 | Tannery ... | Chingleput District National Tannery Workers Union, Periapalayaiammankoil Street, Pallavaram. |
| 14. | 3042 | 30—12—60 | Tobacco ... | Mydeen Tobacco Company Employees Welfare Union, 59, Thukkampalaya Street, Kumbakonam. |
| 15. | 3043 | 30—12—60 | E. G. W. & Sanitary Services. | Managaratchi Munnetra Oozhiar Sangam, 74. Anna Pillai Street, Madras-1. |



**13 (b) List of Trade Unions Cancelled during the month of December, 60 ... Nil.**

ABSTRACT

| | | | |
|---|---|---|---|
| 1. | List of Trade Unions as on 1—12—60 | ... | 1,091 |
| 2. | -do- registerd during the month | ... | 15 |
| 3. | -do- cancelled „ | ... | .. |
| 4. | Total No. of -do- as on 31—12—60 „ | ... | 1,106 |

**14. Particulars of Inspections made by the Inspectors during the month of December 1960.**

| No. (1) | Particulars. (2) | Factories Act. (3) | Payment of Wages Act. (4) | Madras Maternity Benefit Act. (5) | Madras Shops and Establishments Act. (6) | Madras Catering Establishments Act. (7) | Minimum Wages Act. (8) |
|---|---|---|---|---|---|---|---|
| 1 | No. of establishments inspected. | 1,129 | 4,145 | 137 | 50,046 | 5,164 | 1,631 |
| 2 | * Nature of irregularities noticed | 61 | 571 | 23 | 1,133 | 1,089 | 40 |
| 3 | No. of cases warned | 69 | 117 | ... | 748 | 382 | 24 |
| 4 | No. of prosecutions launched. | 25 | 2 | ... | 28 | 78 | ... |
| 5 | No. of convictions obtained. | 41 | 2 | ... | 22 | 83 | ... |
| 6 | Amount of fines levied in Rupees. | 1,900 | 20 | ... | 503 | 1,087 | ... |

* The common irregularities noticed were in respect of the maintenance of registers, exhibition of notices, upkeep, sanitation, employment of young persons and payment of wages at rates lower than those fixed under the Minimum Wages Act, 1948.

## 15 (a). Numerical list of Factories for the month of December 1960.

| Districts. | At the Beginning. 2 (m) (i) Other than Hotels and restaurants. | At the Beginning. 2 (m) (i) Hotels and restaurants. | At the Beginning. Section 2 (m) (ii). | At the Beginning. Section 85 (1) | Registered. 2 (m) (i) Other than hotels and restaurants. | Registered. 2 (m) (i) Hotels and restaurants. | Registered. Section 2 (m) (ii). | Registered. Section 85 (1). | Removed. 2 (m) (i) Other than hotels and restuarants. | Removed. 2 (m) (i) Hotels and restaurants. | Removed. Section 2 (m) (ii). | Removed. Section 85 (1). | Total. 2 (m) (i) Other than hotels and restaurants. | Total. 2 (m) (i) Hotels and restaurants. | Total. Section 2 (m) (ii). | Total. Section 85 (1). | Remarks. |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| (1) | (2) | (3) | (4) | (5) | (6) | (7) | (8) | (9) | (10) | (11) | (12) | (13) | (14) | (15) | (16) | (17) | (18) |
| 1. Madras | 649 | ... | 69 | 188 | 5 | ... | ... | ... | 1 | ... | ... | ... | 653 | ... | 69 | 188 | *Note*: |
| 2. Chingleput | 170 | ... | 28 | 52 | 10* | ... | 1 | 1 | ... | ... | ... | ... | 180 | ... | 29 | 53 | *Seven 2m (i |
| 3. South Arcot | 109 | ... | 16 | 67 | ... | ... | ... | ... | ... | ... | ... | ... | 109 | ... | 16 | 67 | and one 85(1) |
| 4. North Arcot | 126 | ... | 144 | 113 | ... | ... | ... | ... | ... | ... | ... | ... | 126 | ... | 144 | 113 | factories |
| 5. Thanjavur | 301 | ... | 28 | 90 | 1 | ... | ... | ... | ... | ... | ... | ... | 302 | ... | 28 | 90 | have been |
| 6. Tiruchirapalli | 216 | ... | 22 | 275 | 1 | ... | 1 | ... | ... | ... | ... | ... | 217 | ... | 23 | 275 | transferred |
| 7. Madurai | 357 | ... | 57 | 100 | 2 | ... | ... | ... | ... | ... | 9 | ... | 359 | ... | 48 | 100 | from Andhra |
| 8. Ramanathapuram | 203 | ... | 69 | 136 | 1 | ... | ... | ... | ... | ... | 3 | ... | 204 | ... | 66 | 136 | Pradesh in |
| 9. Tirunelveli | 239 | ... | 52 | 145 | 3 | ... | 3 | ... | 1 | ... | 3 | ... | 241 | ... | 52 | 145 | respect of |
| 10. Kanyakumari | 36 | ... | 7 | 29 | 2 | ... | ... | ... | ... | ... | 2 | ... | 38 | ... | 5 | 29 | Tiruttani |
| 11. Salem | 361 | ... | 29 | 121 | 13 | ... | ... | 1 | 2 | ... | 6 | ... | 372 | ... | 23 | 122 | Taluk. |
| 12. Coimbatore | 867 | ... | 84 | 190 | 5 | ... | ... | ... | 4 | ... | 3 | ... | 868 | ... | 81 | 190 | |
| 13. Nilgiris | 107 | ... | 1 | 15 | ... | ... | ... | ... | ... | ... | ... | ... | 107 | ... | 1 | 15 | |
| Total | 3741 | ... | 606 | 1521 | 43 | ... | 5 | 2 | 8 | ... | 26 | ... | 3776 | ... | 585 | 1523 | |



## 15 (b). Numerical list of Plantations covered by the Plantations Labour Act, 1951 for December, 1960

| S. No. | Category of Plantations. | At the beginning of the month. A. | At the beginning of the month. B. | Registered. A. | Registered. B. | | Removed. A. | Removed. B. | At the end of the month. A. | At the end of the month. B. |
|---|---|---|---|---|---|---|---|---|---|---|
| (1) | (2) | (3) | | (4) | (5) | (6) | (7) | (8) | (9) * | (10) |
| 1. | Coffee ... | 122 | 28,604-39 | ... | ... | | ... | ... | 122 | 28,604-39 |
| 2. | Tea ... | 124 | 62,389-78 | ... | ... | | ... | ... | 124 | 62,389-78 |
| 3. | Rubber ... | 15 | 7,625.68 | ... | ... | | ... | ... | 15 | 7,625-68 |
| 4. | Cinchona ... | 3 | 9,046.00 | ... | ... | | ... | ... | 3 | 9,046-00 |
| 5. | Cardamom ... | 3 | 2,173.20 | ... | ... | | ... | ... | 3 | 2,173-20 |
| | Total ... | 267 | 1,10,099.05 | ... | ... | | ... | ... | 267 | 1,10,099-05 |

Note :—A. Number of Plantations.

B. Total acreage under cultivation.

**16. (a) Statement of Accidents for the month of December, 1960.**

| No. of Industries (1) | Name of Industry (2) | Number of accidents. Fatal. (3) | Non-fatal. (4) |
|---|---|---|---|
| 01. | Processes allied to agriculture (Gins and Presses). | ... | 1 |
| 20. | Food except beverages ... | ... | 21 |
| 21. | Beverages ... | ... | ... |
| 22. | Tobacco ... | ... | ... |
| 23. | Textiles ... | ... | 319 |
| 24. | Footwear, other wearing apparels and made-up textile goods. | ... | ... |
| 25. | Wood and cork except furniture ... | ... | ... |
| 26. | Furniture and fixtures ... | ... | 5 |
| 27. | Paper and paper products ... | ... | ... |
| 28. | Printing, publishing and allied industries ... | ... | 13 |
| 29. | Leather and leather products (except foot-wear). | ... | 9 |
| 30. | Rubber and rubber products ... | ... | 14 |
| 31. | Chemicals and Chemical products ... | ... | 201 |
| 32. | Products of petroleum and coal ... | ... | 25 |
| 33. | Non-metallic mineral products (except Products of Petroleum and coal). | ... | 24 |
| 34. | Basic Metal industries ... | ... | 16 |
| 35. | Metal products (except machinery and transport equipments). | ... | 43 |
| 36. | Machinery (except electrical machinery) ... | ... | 126 |
| 37. | Electrical Machinery, apparatus, appliances and supplies. | ... | 8 |
| 38. | Transport equipment ... | ... | 707 |
| 39. | Miscellaneous industries ... | ... | 27 |
| 51. | Electricity, Gas and Steam ... | ... | 12 |
| 52. | Water and Sanitary Services ... | ... | 1 |
| 83. | Recreation services (Cinema Studios) ... | ... | ... |
| 84. | Personal Services (laundries, dyeing and cleaning). | ... | 2 |
| | | ... | 15,74 |



**16. (b) Statement of Accidents in Cotton and Jute Mills for the Month of December, 1960**

| Name of Industry. (1) | Adults. Men. (2) | Adults. Women. (3) | Adolescents. Male. (4) | Adolescents. Female. (5) | Children. Boys. (6) | Children. Girls. (7) |
|---|---|---|---|---|---|---|
| Cotton Machinery:— | | | | | | |
| 1. Opening and Blowing Room Machinery. | 3 | ... | ... | ... | ... | ... |
| 2. Card Room Machinery | 26 | ... | ... | ... | ... | ... |
| 3. Drawing Frames | 7 | ... | ... | ... | ... | ... |
| 4. Speed Frames | 27 | ... | ... | ... | ... | ... |
| 5. Spinning Machinery | 67 | ... | ... | ... | ... | ... |
| 6. Weaving Machinery | 27 | ... | ... | ... | ... | ... |
| 7. Finishing Machinery | 3 | 1 | ... | ... | ... | ... |
| 8. Flying Shuttles | 3 | ... | ... | ... | ... | ... |
| 9. Other Miscellaneous Textile Machinery | 30 | 2 | ... | ... | ... | ... |
| 10. Miscellaneous Non-Machinery Accidents. | 120 | 3 | ... | ... | ... | ... |
| Total ... | 313 | 6 | ... | ... | ... | ... |
| *Jute Machinery* ... ... | Nil | ... | ... | ... | ... | ... |

**17. The Government of Madras granted exemption to the following factories and establishments from the provisions of the Acts and Rules as indicated below during the month of December, 1960.**

| *Name of the factories or establishments* (1) | *Section from which exempted* (2) | *Duration of exemption* (3) | *Authority* (4) |
|---|---|---|---|
| | **Factories Act, 1948.** | | |
| 1. Cordite Factory, Aravancadu. | 51, 52, 54, 55 and 56 subject to certain conditions. | Commencing on 1-10-60 and ending with 31-12-60. | G.O.Ms. No. 5558, I. L. & C. (Labour) dated 3-12-60 at page 977 of Part II section 1 of the Fort St. George Gazette dated 21-12-60. |

| (1) | (2) | (3) | (4) |
|---|---|---|---|
| **Madras beedi Industrial Premises (Regulation of conditions of work) Act, 1958.** | | | |
| All beedi industrial premises in the state and the employees employed therein. | 18, 21, 26, 27 and 31. | Upto and inclusive of 30-6-61. | G.O.Ms. No. 5710, I. L. & C. (Labour) dated 10—12—60 published at notification II.1 No. 2952 of 1960 at page 1012 of Part II section 1 of the Fort St. George Gazette dated 28-12-60. |
| **Madras industrial establishments (National and Festival Holidays) Act, 1958.** | | | |
| 1. All Banking companies as defined in the Banking Companies Act, 1949. | Section 3 and 4 of the Act. | Permanently. | G. O.Ms. No. 5536, I. L. & C. (Lab) dated 2-12-60 as notification II-1 No. 2857 of 1960 at page 977 of part II section 1 of the Fort St. George Gazette dated 21-12-1960. |
| **Madras Catering Establishments Act, 1958.** | | | |
| The Gramodyog canteen. | All provisions of the Act. | One year from the date of publication of this notification. | G.O.Ms. No. 5729, I. L. & C. (Lab) dated 12-12-1960 as notification II-1, No. 2953 of 1960 at page 1012 of Part II section 1 of the Fort St. George Gazette dated 28-12-60. |
| **Madras Shops and Establishments Acts, 1947.** | | | |
| All India Khadi and Village Industries Exhibition, Teynampet, Madras. | All provisions of the Act. | For 44 days from 24-12-60 to 5-2-61 (both days inclusive). | II-1 No. 2954 of 1960 at page 1012 of Part II section 1 of the Fort St. George Gazette dated 28-12-60. |



**18. Consolidated Statement of Prices of Cotton and Yarn for December, 1960.**

| For the Week Ending. | *Period of Cotton per Candy of 784 lbs.* Cambodia. | Karunganni. |
|---|---|---|
| 3—12—'60 | 850/980 | 750/870 |
| 10—12—'60 | -do- | -do- |
| 17—12—'60 | -do- | -do- |
| 24—12—'60 | -do- | -do- |
| 31—12—'60 | -do- | -do- |

| For the Week Ending | *Prices of Yarn per Bundle of 10 lbs.* 20*s* |
|---|---|
| 3—12—'60 | 21.60 |
| 10—12—'60 | 21.60 |
| 17—12—'60 | 21.60 |
| 24—12—'60 | 21.60 |
| 31—12—'60 | 21.60 |

**19. The cost of living index numbers* applicable to employees in employments scheduled under the Minimum Wages Act, 1948 (Central Act XI of 1948) in Madras City and the different moffussil urban centres for the month of December, 1960, as ascertained and declared by the Director of Statistics under section 2 (d) of that Act.**

| Centre. (1) | Food. (2) | Fuel and Lighting. (3) | Clothing. (4) | Houes Rent. (5) | Miscellaneous. (6) | cost of Living index. (7) |
|---|---|---|---|---|---|---|
| (*Base:* Year ended June, 1936 : 100). | | | | | | |
| 1. Madras City ... | 546.3 | 658.7 | 466.1 | 283.4 | 352.5 | 488.0 |
| 2. Cuddalore ... | 518.4 | 489.3 | 385.8 | 349.3 | 479.5 | 484.0 |
| 3. Tiruchirapalli ... | 499.1 | 485.8 | 429.1 | 270.3 | 352.3 | 447.0 |
| 4. Madurai ... | 566.45 | 404.7 | 503.8 | 287.0 | 298.0 | 475.7 |
| 5. Coimbatore ... | 519.3 | 484.4 | 480.4 | 463.6 | 293.5 | 491.4 |

| Centre. | Food. | Housing. | Clothing. | Miscellaneous. | Cost of Living Index. |
|---|---|---|---|---|---|
| (*Base:* August, 1939 : 100). | | | | | |
| 6. Nagercoil ... | 573.0 | 416.7 | 512.9 | 289.7 | 502.6 |

* The cost of living index numbers are now called consumer price index figures.

**Comparative statement of the cost of living index numbers for the months of November, 1960, and December, 1960.**

| *Zone.* | *Centre.* | *Cost of living index numbers for the months of.* *November, 1960.* | *December 1960.* | *Variation.* |
|---|---|---|---|---|
| (*Base:* Year ended June, 1936 : 100). | | | | |
| 1. Madras City and Chingleput Dt. | Madras City ... | 484.2 | 488.0 | +4.0 |
| 2. North Arcot and South Arcot Dts. | Cuddalore ... | 494 | 484 | —10 |

| | | | | |
|---|---|---|---|---|
| 3. Tiruchirapalli & Tanjore Dts. | Tiruchirapalli ... | 464 | 447 | —17 |
| 4. Madurai, Ramanathapuram and Tirunelveli Dts. | Madurai ... | 483 | 476 | —7 |
| 5. Coimbatore and Salem Dts. ... | Coimbatore ... | 509 | 491 | —18 |
| | | (*Base*: August, 1939: 100) | | |
| 6. Kanyakumari Dt. ... | Nagercoil ... | 504 | 503 | —1 |

MADRAS CITY. INDEX-488.

A rise of four points.

The index for the food group fell by five points to 546 due mainly to a fall in the price of rice.

The index for the fuel and lighting group rose by sixtyseven points to 659 due to a rise in the prices of firewood and charcoal.

The index for the clothing group fell by eight points to 466 due to a fall in the prices of dhoties, shirting, uppercloth, sarees and petticoat cloth.

The index for the miscellaneous group rose by ten points to 353 due mainly to a rise in the price of betel leaves.

The index for house rent remained unchanged at 283.

| *Group.* | *Weight proportional to the total expenditure.* | *Group Index number.* | |
|---|---|---|---|
| | | *November 1960* | *December 1960.* |
| (1) | (2) | (3) | (4) |
| Food ... | 58.23 | 550.7 | 546.3 |
| Fuel and lighting ... | 8.42 | 591.7 | 658.7 |
| Clothing ... | 6.10 | 473.7 | 466.1 |
| House-rent ... | 14.57 | 283.4 | 283.4 |
| Miscellaneous ... | 12.68 | 343.1 | 352.5 |
| Total ... | 100.00 | | |
| Cost of living index number | | 484.2 | 488.0 |

CUDDALORE INDEX-484.

A fall of ten points.

The index for the food group fell by thirteen points to 518 due to a fall in the price of rice.

The index for the fuel and lighting group fell by twenty nine points to 489 due to a fall in the price of firewood.

The group index numbers in respect of clothing, house rent and miscellaneous remained unchanged at 386, 349 and 480 points respectively.

TIRUCHIRAPALLI INDEX-447.

A fall of seventeen points.

The index for the food group fell by thirty one points to 499 due mainly to a fall in the prices of rice and chillies.

The index for the fuel and lighting group rose by twenty three points to 486 due to a rise in the price of firewood.

The group index numbers in respect of clothing, house rent and miscellaneous remained stationary at 429, 270 and 352 points respectively.



MADURAI INDEX-476.

A fall of seven points.

The index for the food group fell by fourteen points to 566 due mainly to a fall in the prices of rice and chillies.

The index for the miscellaneous group rose by *two points* to 298 due to a rise in the price of tobacco for chewing.

The group index numbers in respect of fuel and lighting, clothing and house rent remained unchanged at 405, 504 and 287 points respectively.

COIMBATORE INDEX-491.

A fall of eighteen points.

The index for the food group fell by twenty eight points to 519 due mainly to a fall in the price of rice.

The group index numbers in respect of fuel and lighting, clothing, house rent and miscellaneous remained stationary at 484, 480, 464 and 294 points respectively.

(*Base: August 1939: 100*)

NAGERCOIL INDEX-503.

A fall of one point.

The index for the food group fell by three points to 573 due mainly to a fall in the price of rice.

The index for the housing group rose by four points to 417 due to a rise in the price of firewood.

The group index numbers in respect of clothing and miscellaneous remained unchanged at 513 and 290 points respectively.

Employees State Insurance Scheme.

20 (a) Monthly Press Report of the Madras Region for the month of December 1960.

| Sl. No. | Particulars | During the month | Since last preceding 1st April |
|---|---|---|---|
| | 1. *A. Registration:* | | |
| 1. | No. of workers registered | 2,775 | 23,678 |
| 2. | Net No. of insured persons entitled to medical care at the end of month. | ... | 1,95,763 |
| | *B. Employment Injury Benefits:* | | |
| 1. | No. of Accident Reports received. | 1,645 | 13,838 |
| 2. | No. of Temporary Disablement Benefit payments. | 953 | 8,618 |
| 3. | Amount of Temporary Disablement Benefit paid. | Rs. 21,376.19 | Rs. 1,78,270.81 |
| 4. | No. of cases referred to Medical Board. | 12 | 128 |
| 5. | No. of cases decided for: | | |
| | (a) Partial Permanent Disablement. | 14 | 96 |
| | (b) Total Permanent Disablement. | Nil | Nil |

| | | |
|---|---|---|
| 6. Amount of Permanent Disablement Benefit paid. | Rs. 3,682. 76 | Rs. 34,860. 99 |
| 7. No. of insured persons got fitted with artificial limb. | Nil | 4 |
| 8. No. of dependants admitted to dependants' benefit. | 4 | 13 |
| 9. Amount of Dependants' Benefit. | Rs. 1,697. 23 | Rs. 15,629. 59 |
| *C. Sickness Benefit.* | | |
| 1. No. of sickness benefit payments. | 26,850 | 2,03,527 |
| 2. No. of sickness benefit days. | 1,56,794 | 12,41,464 |
| 3. Amount of sickness benefit paid. | Rs. 3,19,989. 74 | Rs. 24,69,177. 49 |
| 4. No. of insured persons found eligible to extended sickness benefit. | 57 | 509 |
| 5. Amount of extended sickness benefit. | Rs. 7,899. 03 | Rs. 51,169. 74 |
| *D. Maternity Benefit.* | | |
| 1. No. of fresh maternity benefit cases admitted. | 134 | 1,235 |
| 2. No. of maternity benefit days. | 11,520 | 95,652 |
| Amount of maternity benefit paid. | Rs. 37,978. 63 | Rs. 3,17,119. 64 |

| *Legal Action* | *During the Month of December 1960* | |
|---|---|---|
| | No. of cases | Amount |
| 1. No. of cases where recovery has been effected under Sec. 73-D of the Act and the amount so recovered. | 15 | 12,849. 99 |
| 2. No. of cases where recovery of Employees' contribution has been effected under Sec, 75-(2) of the Act and the amount so recovered. | 7 | 1,437. 35 |
| 3. No. of convictions under Sec. 86 of the Act indicating, in brief the grounds for prosecution and the punishment awarded : | Nil | Nil |

NOTE :—Against Col, C. 3 of Report No. 37 the figures against "Since last preceding 1st April" may be read as Rs. 21,49,187. 75 nP.



**20. (b) Medical Benefit for the month of December, 1960.**

| Sl. No. | Particulars. | | |
|---|---|---|---|
| 1. | Total number of Attendance : | | |
| | New | ... | 53,805 |
| | Old | ... | 1,73,656 |
| 2. | No. of Medical certificates issued | ... | 72,764 |
| 3. | No. of Domiciliary visits made | ... | 232 |
| 4. | No. of Injections administered | ... | 53,195 |
| 5. | No. of x-ray examinations | ... | 1,215 |
| 6. | No. of Laboratory Examinations | ... | 2,116 |
| 7. | No. of Specialist Investigations | ... | 3,146 |
| 8. | No. of Persons admitted to Hospitals | ... | 1,154 |
| 9. | Bed Days occupied during the month | ... | 9,049 |
| *Additional data for panel system.* | | | |
| 1. | No. of attendance-New | ... | 11,292 |
| | Old | ... | 24,181 |
| | Diagnostic Centres | | |
| 2. | No. of Prescriptions issued | ... | 10,746 |

(On a request from employees and workers a labour enactment is being published in each issue embodying the latest amendments).

## THE EMPLOYMENT EXCHANGES (COMPULSORY NOTIFICATION OF VACCANCIES) RULES, 1960

### RULES

1. SHORT TITLE AND COMMENCEMENT.—(1) These rules may be called the Employment Exchanges (Compulsory Notification of Vacancies) Rules, 1960.

(2) They shall come into force on the 1st day of May, 1960.

2. DEFINITIONS.— In these rules, unless the context otherwise requires.—

(1) "Act" means the employment Exchanges (Compulsory Notification of Vacancies) Act; 1959 (31 of 1959);

(2) "Central Employment Exchange" means the Employment Exchange established by the Government of India, Ministry of Labour and Employment;

(3) "Director" means the officer in charge of the Directorate administering Employment Exchanges in a State or a Union Territory;

(4) "Form" means a Form appended to these rules;

(5) "Local Employment Exchange" means that Employment Exchange (other than the Central Employment Exchange) notified in the Official Gazette by the State Government or the Administration of the Union Territory as having jurisdiction over the area in which the establishment concerned is situated or over specified classes or categories of establishments or vacancies;

(6) "Section" means a section of the Act

3. EMPLOYMENT EXCHANGES TO WHICH VACANCIES ARE TO BE NOTIFIED—

1. The following Vacancies, namely :—

(a) vacancies carrying total monthly emoluments of Rs. 200/- or more occurring in establishments in respect of which the central Government is the appropriate Government under the Act, and

(b) vacancies which an employer may desire to be circulated to the Employment Exchanges outside the State or Union Territory in which the establishment is situated,

shall be notified to the Central Employment Exchange.

(2) Vacancies other than those specified in sub-rule (1) shall be notified to the local Employment Exchange concerned.



4. FORM AND MANNER OF NOTIFICATION OF VACANCIES.—The vacancies shall be notified in writing to the appropriate Employment Exchange, and the following particulars shall be furnished, where practicable, in respect of each type of vacancy:—

1. Name and address of the employer;
2. Telephone number of the employer, if any;
3. Nature of vacancy—
   - (a) Type of workers required (Designation);
   - (b) Description of duties;
   - (c) Qualifications required—
     - (i) Essential.
     - (ii) Desirable.
   - (d) Age limits, if any:
   - (e) Whether women are eligible?
4. Number of vacancies—
   - (a) Regular
   - (b) Temporary.
5. Pay and allowances.
6. Place of work (name of town/village and district in which it is situated).
7. Probable date by which the vacancy will be filled.
8. Particulars regarding interview/test of applicants.
   - (a) Date of Interview/test.
   - (b) Time of Interview/test.
   - (c) Place of Interview/test.
   - (d) Designation and address of the person to whom applicants should report.
9. Whether there is any obligation or arrangement for giving preference to any category of persons in filling up the vacancies?
10. Any other relevant information.

5. TIME-LIMIT FOR THE NOTIFICTION OF VACANCIES.—(1) Vacancies, required to be notified to the local Employment Exchange, shall be notified at last one week before the date on which applicants will be interviewed or tested where interviews or tests are held, or the date on which vacancies are intended to be filled, if no interviews or tests are held.

(2) Vacancies, required to be notified to the Central Employment Exchange, shall be notified at least three weeks before the date on which applicants will be interviewed or tested where interviews or tests are held, or the date on which vacancies are intended to be filled, if no interviews or tests are held.

6. SUBMISSION OF RETURNS.— An employer shall furnish to the Local Employment Exchange quarterly returns in Form I and biennial returns in Form II. Quarterly returns shall be furnished within thirty days of the due dates, namely, 31st March, 30th June, 30th September and

31st December. Biennial returns shall be furnished within thirty days of the due date as notified in the Official Gazette.

7. OFFICER FOR PURPOSES OF SECTION 6.— The Director is hereby prescribed as the Officer who shall exercise the rights referred to in section 6 or authorise any person in writing to exercise those rights.

8. PROSECUTION UNDER THE ACT.— The collector or the Deputy Commissioner, as the case may be, of the district in which the establishment is located is hereby prescribed as the officer who may institute or sanction the institution of prosecution for an offence under the Act, or authorise any person in writing to institute or sanction the institution of such prosecution.

FORM I

*(See rule 6)*

Quarterly returns to be submitted to the Local Employment Exchange within thirty days of the quarter ending *31st March/30th June/30th September/and 31st December (year)

Name and address of the Employer:

Nature of business: (Please describe what the establishment makes or does as its principal activity).

I. Total number of persons employed by the establishment. The figures should include every person, whether work-charged, temporary or permanent, whose wage or salary is paid by the Establishment).

| | At the end of previous quarter (Date.........................) | At the end of current quarter (Date.........................) |
|---|---|---|
| Males | | |
| Females | | |
| Total | | |

2. Particulars of Vacancies.

(a) Number of vacancies that have occurred.

(b) Number of vacancies notified to—

(i) Local Employment Exchange;

(ii) Central Employment Exchange.

(c) Number of vacancies filled through—

(i) Employment Exchanges;

(ii) Other sources.

(d) Number of vacancies remaining unfilled due to shortage of suitable applicants (Nature of Vacancy).

(i) ..............................

(ii) ..............................

..............................



3. Reasons, if any, for not notifying all vacancies that occurred, vide 2 (a) above, to Employment Exchanges

* Delete inapplicable term.

Date............. Signature of Employer

To

The Employment Exchange

(Please fill in here the address of your local Employment Exchange).

FORM II

*(See rule 6)*

Occupational return to be submitted to the local Employment Exchange once in two years (on a date to be specified by notification in the Official Gazette)

Name and adress of the employer:

Nature of business:

(Please describe what the establishment makes or does as its principal activity).

1. Total number of persons employed by the establishment on due date as notified in the Offical Gazette.

2. Classification of employees by occupations.

(Please give below the number of employees in each occupation separately.)

| Occupation. | Number of employees | | | |
|---|---|---|---|---|
| Use exact terms such as engineer (mechanical); teacher (domestic science); officer on special duty (actuary); assistant director (metallurgist); scientific assistant (chemist); research officer (economist), instructor (carpenter); supervisor (tailor); fitter (internal combustion engine); inspector (sanitary); superintendent. [office]; apprentice (Electrician). | Men | Women | Total | If possible state how many vacancies you may have to fill during the next 12 months due to retirement, expansion or re-organisation. |
| (1) | (2) | (3) | (4) | (5) |
| | | | | |

TOTAL:

To

The Employment Exchange,

(Please fill in here the address of your local Employment Exchange).

*NOTE:— Total of item 2 under Col. (4) should correspond to the figure given against item I.*

## A REMINDER TO SUBSCRIBERS.

Subscribers whose subscription has expired are requested to renew their subscription for the year 1960-61. They are also requested to give the following particulars while renewing their subscription.

(1) Serial No. (Noted on the wrapper of the Gazette).

(2) Period for which the subscription is renewed.

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## MADRAS LABOUR GAZETTE

The "*Madras Labour Gazette*" is a monthly publication aiming to give a brief review of the progress made by the State in the field of Industrial relations. It caters to the needs of the employers as well as Labour by supplying statistical and other information on work stoppages, industrial disputes, trade unions, consumer price index number for working class, (cost of living index No.) summaries of awards of Industrial Tribunals and Labour Courts, agreements, etc. The publication also includes articles from specialists in the various subjects relating to industrial relations.

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